FALL 1998
Gold
Sword '98

From the Commander

Army Reserve soldiers trained and ready for 21st century

Maj. Gen. Thomas J. Plewes

When I became Chief, Army Reserve, I was immediately struck by a number of impressions. I participated in the transfer of the visible signs of leadership of the Army Reserve Command. It is a ceremony rich in history and tradition, reminding us of our warrior roots, and of the idea that the chain of command, in our nation, extends from the president through our civilian leadership, through military commanders, and directly to the major commands of the U.S. Army Reserve. The participation of General David Bramlett, Commanding General, U.S. Army Forces Command, in that ceremony also reminded us of the strong and abiding links between the active forces and the reserve components. It clearly epitomized the "One Team, One Fight, One Future" philosophy of Army Chief of Staff Gen. Dennis J. Reimer.

This is a very different Army Reserve than just a few years ago. Maj. Gen. Max Baratz's command tenure witnessed over 12,000 Reservists deployed to Bosnia, Hungary and Germany in support of Operations Joint Guard, Joint Endeavor and Joint Forge. Thousands of other soldiers have been deployed to the Middle East, South America, Somalia, Haiti, Rwanda — all over the world — in support of America's Army and world peace. Maj. Gen. Baratz brought us to a state of readiness and innovative training never before realized in the reserve components. He left the nation an organization with strong, caring, and dedicated leadership that includes all of our force — Drilling Reservists, full-time soldiers, and civilians. His stewardship of the force has given us a truly priceless commodity – national security.

I am also mindful that I now have the responsibility to link that past with our future. With God's help, I will be the Chief, Army Reserve when we enter the 21st century. Our vision of that 21st century Army Reserve builds on the past. The Army Reserve is a community-based force of trained and ready units supporting America's Army, here and abroad; adaptable, relevant, and integrated.

I also have the awesome responsibility, and will ensure, that the service of the young American men and women who join our Army Reserve is worthwhile, meaningful and productive. Our citizen-soldiers will be properly trained, properly equipped, properly led and properly cared for.

We will base the 21st century Army Reserve on the abiding principles that have guided the Army Reserve through 90 distinguished years of history — selfless-service to our country; willingness to leave home and family to answer the nation's call; readiness to do the nation's will; and commitment to the Army's values.

I relish this opportunity for dual service – to the nation in providing for its security and the Constitution's defense, and to and for the citizen-soldiers of America's Army Reserve.

From the Command Sergeant Major

Whatever happened to Specialist Pohling ?

CSM John Rucynski

Several years ago the 100th Division did a retention film called "What Ever Happened to Specialist Pohling?" The film was done using soldiers as the actors, the term actor has to be stretched but the intent and the meaning of the film has stuck with me for many years. It told the story of a new soldier, Specialist Pohling, reporting to the unit and over the next two days he is jerked from one end of the reserve center to the other. Many of the unit members had good intentions, but no one really took care of him, they just thought they took care of him. He left at the end of the drill bewildered and discouraged. He did not return.

In the ending of the film it is the next drill and the First Sergeant asks the question "Whatever happened to Specialist Pohling?" He really had no clue. It has been at least ten years since that film was made and we are still asking ourselves the same question "Whatever happened to Specialist, or Private or PFC Pohling?" I wish my article could say we are doing a better job in retaining our soldier, but the truth is that we are not. In previous articles I have mentioned my simple philosophy in taking care of soldiers, it also applies to retaining soldiers. It is TLC, Training, Leadership and Caring. We must Train our soldiers realistically and to Army Standards. We must provide the Leadership that our soldiers expect and want. They will follow if we Lead. The third key in retaining soldiers is Caring for them. Caring comes in many forms; some is as simple as a pat on the back, telling them they did a good job. Caring can be harsh, but in doing so we must ensure the soldier learns something positive from it. Caring about your soldiers can be the key ingredient in keeping them in boots. Soldiers like to hear when they did well; they like to be mentored when they do right and when they do wrong. Honesty never hurt a soldier.

There is no doubt we have problems, but we are a mature and relevant force, ready to tackle the mission of 21st Century. But are we? Are we really on the cutting edge? Without soldiers who will we lead, who will we train, whom will we have to care for? In talking to the field, we still have those who will send new soldiers away because that one designated individual did not interview the soldier. The soldier does not see the problem, only that some bureaucrat screwed it up: Specialist Pohling does not return. Is our request system up to date, are phone numbers and unit addresses correct, in most cases we can say yes, but in several cases the answer is "No". Those that do not keep up to date information risk the loss of a new soldier. Can we afford to take the chance? I think not.

Over the years all the surveys have said the same thing; we fail to keep soldiers occupied during drill, we do not reward them for a job well done and our training is "ho hum", it is not realistic and to Army Standards. In many cases I am preaching to the choir, we have some great training and retention programs in our units that are working. The question is "How do we spread the wealth?" I think we start with another old saying that has never lost its charm. It is simple, "Take Care of Soldiers". This is best summed up by a plaque that has been on my desk for over 20 years. I don't know who wrote it but it has the same meaning it did 20 years ago... It is called "Our Creed" and goes like this:

A soldier is the most important person entering our office.

A soldier is not an interruption of our work, but the purpose of it.

See RETENTION, page 5

UMI

SHOULD READ ISSUE 2

Army Reserve

Since 1954: America's largest circulating military magazine.

Maj. Gen. Thomas J.Plewes, Chief, USAR
Col. John R. Hawkins, III, Chief, Public Affairs Policy and Liaison
Sgt. 1st Class Gregory A. Deimel, Editor-in-Chief

ARMY RESERVE Magazine is an authorized Department of the Army publication, published quarterly by the Chief, U.S. Army Reserve, DAAR-ZXP-PA, 400 Pentagon, Washington, D.C. 20310-2400 in accordance with Section 278, Title 10, USC. The Secretary of Defense has determined that the publication of this periodical is necessary in the transaction of public business as required by law. Use of funds for printing this publication was approved by the Secretary of the Army on Sept. 2, 1986, IAW provisions of AR 25-30. Opinions expressed herein do not necessarily reflect those of the Department of the Army or the Chief, Army Reserve, nor should they be construed as official policy or directive in nature. Local reproduction of all materials is approved, except for copyrighted articles or photos.

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ARMY RESERVE Magazine is distributed free of charge to members of the United States Army Reserve. Circulation is approximately 500,000. Paid subscriptions are available for $6.50 per year domestic, $8.15 foreign. Single copy price is $2.50 domestic, $3.13 foreign. Mail a personal check or money order payable to the Superintendent of Documents to: New Orders, Superintendent of Documents, P.O. Box 371954, Pittsburgh, PA 15250-7954, or fax your order to (202) 512-2233. Visa and MasterCard are accepted.

FOR CHANGE OF ADDRESS, do not write the magazine. TPU soldiers should notify their SIDPERS-RC clerk. Members of the IRR and IMA should contact their Personnel Management Team at AR-PERSCOM, 9700 Page Ave., St. Louis, MO 63132-5200. AGRs should contact their PMO/PMNCO. Paid subscribers should forward their address change to the Superintendent of Documents, Attn: Mail List Branch SSOM, U.S. Government Printing Office, Washing-ton, DC 20402. Special military distribution recipients may write the editor directly.

ARMY RESERVE Magazine is on the World Wide Web at www.army.mil/usar/armag/armag.htm

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Front cover. Gold Sword 98, Fort AP Hill, Va. (Photos by Sgt. 1st. Class Dave Zerbe)
Back cover. The Seven Army Values poster. (Courtesy ARNEWS, Washington)

Corrections, Summer 1998

The phone numbers for the Command and General Staff College Battalion located in Region G should be: Toll Free (888) 294-3187, (602) 425-3543, e-mail: 10.1046.cgsoc@ftlawton-emh1.lewis.army.mil.

"Max the APFT", page 36 , was written by Sgt. Maj. Robert Rush while the Senior Army Advisior, 26 th Division, Camp Edwards, Massachusetts. He is not retired.

"U.S. Army Reserve, 1908-1998, page 25. Norwich University was founded in Norwich, Vermont not Connecticut.

Finance News

EFT Required for TDY Pay

Army finance officials have advised that effective January 1, 1999 all federal payments will be made via electronic funds transfer. This rule is a result of the Debt Collection Improvement Act of 1996 and will affect Army vendors and all soldiers and Department of the Army civilians.

These changes to EFT are part of the federal government's ongoing initiative to convert most of its nearly 1 billion annual payments from paper check to EFT by next year.

Early word from the Defense Finance and Accounting Service is that travel vouchers will be returned to individuals who do not have an EFT account by January 1, 1999, said Command Sgt. Maj. Hans Kennedy, command sergeant major for the U.S. Army Finance Command in Arlington, Va.

Army reserve soldiers and civilians who already have direct deposit should already be receiving all payments by EFT. If you are not, fill out a Treasury form 1199 available from your unit or finance office, or use a voided check containing bank electronic transfer information. Either the form or voided check should be forwarded with the completed travel voucher through finance channels, registration is automatic after that.

Mailing address and 1998 W-2s

The W-2 mailing season will soon be upon us. Now is the time for all soldiers to verify their individual mailing address. About 80 percent of all reissued W-2s for 1997 were due to bad mailing addresses on soldiers accounts. This totaled about 20,000 reissued W-2s. This year the Defense Finance and Accounting Service wants to see that number drop. Troop Program Unit members need to verify their address with their unit administrator.

IRR and IMA soldiers should send their change of address to the Reserve Component Pay Support Office address below. Don't assume that the change is being made by providing the information to your Personnel Management Officer.

AR-PERSCOM
9700 Page Avenue
ATTN: ARPC-RMP
St. Louis, MO 63132-5200
Or FAX address changes to (314) 592-0485.

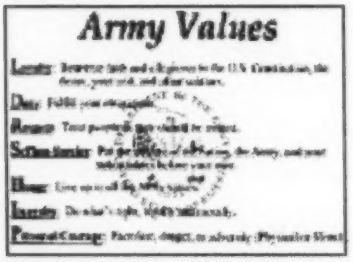
News Update

Army refocuses on Seven Core Values

"Values are at the core of everything our Army is and does. Your commitment to living and teaching the Army's core values is critical to our success today and tomorrow". Gen. Dennis J. Reimer, CSA

Army values are nothing new to the Army. We are all shaped by what we have seen, what we have learned and whom we have met. Army Values form the very identity of America's Army; they are the solid rock upon which everything stands, the glue that binds us together as members of a noble profession.

In the fall of 1996, the trust between leaders and soldiers was called into question by serious allegations of sexual impropriety at several Army installations. Investigation indicated that breakdowns in good order and discipline had occurred and that some leaders had abused the authority and power vested in them. As a result, the Secretary of the Army commissioned a Senior Review Panel on Sexual Harassment whose mission was to review the human relations environment in the Army with particular emphasis on sexual harassment issues. Their findings centered on four main issues: the Army equal opportunity (EO) program, the extent of sexual harassment in the Army, leadership, and Initial Entry Training (IET).



The Army Values Card has the Soldiers Code on the reverse side. Each soldier is to sign the card and carry it near their Identification Card.

After reviewing the issues, the panel made 35 recommendations. One recommendation was for the Army to develop and provide literature to all soldiers on the Army's core values, ethics, and ethos. As a result, HQDA developed the "Army Values Card and Identification Tag". The card and tag lists the following seven Army core values:

Loyalty-A commitment to the Army and nation based on our allegiance to the Constitution. It is a two way street; one should not expect loyalty without being prepared to give it as well. It is a gift from soldiers to a leader only when it is deserved. The leader who is loyal to his/her subordinates never lets them be misused.

Duty-Fulfilling your obligations begins with everything required by law, regulation, and orders, but it includes much more. It involves leaders taking initiative to figure out what has to be done before they are told to do it, leaders taking full responsibility for their actions and those of their subordinates.

Respect-Treating others as you wish to be treated. The value of respect reminds leaders that soldiers are their greatest resource and that each soldier has an absolute dignity as a human being. Leaders honor individual worth. The Army value of respect is an essential component for the development of disciplined, cohesive, and effective war-fighting units.

Selfless Service-Means doing what is right for the nation, the Army, the organization and your soldiers. The needs of the Army and the nation come first.

Honor-Be true to your commitments. To be an honorable person you must be true to your oath of office or enlistment and live the Army values in all that you do. It means putting the Army values above all other loyalties, above self-interest, above career and comfort-even above self-preservation.

Integrity-Doing what's right, legally and morally. It is a personal code, in the sense that a leader must do the right thing not because it is convenient or because he or she has no choice, but because they do have a choice and they chose well. In addition, leaders must choose carefully because they are always on display and they must demonstrate Army values to instill them to others.

The cards and tags are a vehicle for every soldier in the total Army to use to personalize the seven Army values. They are a tool for leaders to help the army refocus on its core values. Commanders

See VALUES, page 5

VALUES

From page 4

The Army Values tag is to be worn in the exact same manner as the identification tags. The tag is dark green with yellow lettering.

and the senior noncommissioned officers will lead a discussion or make a presentation to their commands on the importance of living by Army values. Afterward, in an appropriate ceremony, the commander and senior non-commissioned officer should personally issue the cards and tags to every soldier in his or her command and witness them signing the cards. Final distribution of the Army value cards and identification tags to Army Reserve units is scheduled for 1 February 1999. For more information about the Army value cards and identification tags see the Army Values Homepage at web-site;

www-cgsc.army.mil/cal/values/values2

Tax liability for mobilization insurance

Mobilization insurance monthly payments have restarted and soldiers should have received a lump-sum payment of back pay by July.These payments are considered "income insurance", not "wages or compensation" for direct service and are taxable.

Soldiers who received benefits under the Mobilization Insurance Program should seek legal and tax advice. They may be liable for quarterly tax payments or estimated tax payments. Each soldier should also check for tax liability within his/her state.

The Ready Reserve Mobilization Income Insurance Program was implemented on October 1, 1996 and provided continued insurance protection for insured members serving on "covered service" as of November 18, 1997, and for Reservists who, on or before November 18, 1997, were issued an order directing performance of "covered service."

This means active duty performed by a member of a Reserve component ordered to serve for a period of more than 30 days. The "covered service" must be in support of an operational mission for which Reservists are called to active duty without their consent or during a period of war declared by the President or Congress. In either case, these Reservists will continue to pay the monthly premium amount as long as their insurance remains in effect and will receive benefit payments for the duration of their "covered service."

Retirement points accounting system goes electronic

In an effort to improve the accuracy and timeliness of paid performance in the Retirement Points Accounting System, AR-PERSCOM in conjunction with Information Support Activity -St. Louis, established and successfully tested an electronic data transfer from the Defense Finance and Accounting Service.

As a result, DFAS will send all information since the last monthly tape, up to present day, and then start a twice weekly feed of paid performance. Paid performance includes paid drills, annual training, active duty for special work and active duty for training. This includes mobilized soldiers who are on the Reserve Pay System.

This will improve the speed with which paid detail points are posted to a soldiers RPAS account. As data is received and posted to RPAS, it could miss the roll-up cycle by as short as one day of electronic receipt. However, RPAS generates a "revised statement" as points are posted (either electronic or keyboard entry).

Retiree personnel actions moved

Several retiree services dealing with personnel actions were transfered from the Deputy Chief of Staff for Plans to the Personnel Actions and Services Directorate at AR-PERSCOM.

The retiree services transferred to PASD were: address changes, temporary and permanent exceptions from mobilization and recall to active duty, approval of Army correspondence courses, and individual changes to personnel records. The new point of contact is Mr. Jeffrey Graham, telephone number (314) 592-0554, Fax (314) 263-971, e-mail:

JEFFREY.GRAHAM@arpstl-emh2.army.mil.

New APFT score chart delayed

The implementation of the new APFT standards has been delayed per HQDA, message until further notice.

Highlights of the new APFT standards when they become effective include:

For most soldiers the number of repetitions to achieve their maximum and minimum score has changed.

In addition, to max the APFT when the new standards are effective you will be required to achieve 90 points in all three events for a minimum total of 270 points. Soldiers must annually score 90 points in each event to continue to wear the APFT badge.

Improved pay service to reserve soldiers

You drilled last month and haven't received your Leave and Earning Statement this month? Aren't sure where to go for help?

Your Master Military Pay Account will soon be electronically accessible at your unit by your unit administrator.The technician at your unit will be able to answer questions and help you "initiate" any changes necessary to your pay record.

RETENTION

From page 2

A soldier is entitled to our service.

A soldier is not a cold statistic, but a flesh and blood human being with feelings and emotions like our own.

When a soldier brings us problems, our job is to handle them as expeditiously and as courteously as possible.

Take care of soldiers; that is why we are here.

We need not ask ourselves over and over again "Whatever happened to Specialist Pohling?" What we need to do is "Take Care of Soldiers", every minute, every hour, and every day. We can not afford to do otherwise or we will sell the Army and the Army Reserve short. None of us want to do that. Though the actors are a little older the theme has not changed, perhaps we need to round them up and do a remake of a classic. I think all of our leaders need to see this film. I have not forgotten the message, nor have I forgotten our soldiers who serve us so proudly. We can ill afford to say "Whatever happened to.....? " When we do, shame on us.

Zais named USARC Chief of Staff

Brig. Gen. Mitchell M. Zais has been appointed to become the Chief of Staff of the U.S. Army Reserve Command, Fort McPherson, GA.

Zais, a native of Fayetteville, N.C., will succeed Brig. Gen. Antonio Taguba. Taguba will become the Deputy Commanding General, 1st Army South, Fort Jackson, S.C.

Zais has more than 29 years of service and was commisaioned in 1969 after graduating from the U.S. Military Academy, West Point.

He has served in a wide variety of infantry units – airborne, air assault, mechanized, ceremonial, standard, Bradley, and light infantry – in Vietnam, the United States, and Korea. He commanded two rifle companies, an infantry battalion, and a light infantry brigade. His staff experience is primarily in military plans and operations, having served as assistant operations officer at battalion and brigade level; chief of plans, exercises, and operations for an infantry battalion and division, assistant war plans officer for a corps, Chief of War Plans for the Chairman, Joint Chiefs of Staff, and Executive Officer to the Commander in Chief, U.S. Southern Command in Panama. His most recent assignment was as Deputy Commanding General, Fort Riley, Kansas.

A graduate of the U.S. Military Academy with a bachelor's degree in engineering, Zais holds a master of military art and science degree from the School of Advanced Military Studies. He also holds a master of science and a doctoral degree in social psychology and organizational behavior from the University of Washington.

Zais' military education includes the Infantry Officer Basic and Advanced courses, the U.S. Army Command and General Staff College and the National War College where he was also a research fellow.

Zais has served as an assistant professor on the faculty at West Point. He has written and published extensively in the fields of military doctrine and leadership in such journals as *Military Review*, *Army Parameters*, *Armed Forces Journal*, and the *Journal of Applied Psychology*.

His military awards and decorations include the Defense Superior Service Medal, the Legion of Merit, the Bronze Star, the Meritorious Service Medal, the Air Medal, the Ranger tab, and the Airborne and Combat Infantryman's badges.

Recruiting and Retention news

RASP soldiers see increased education benefits

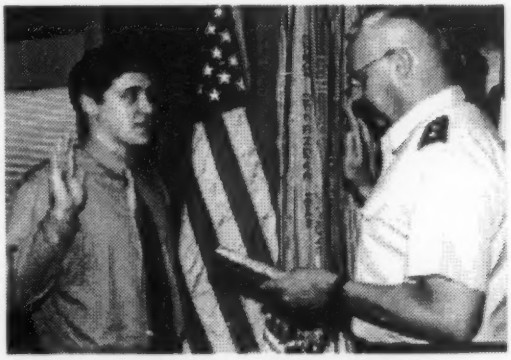
Major General Thomas J. Plewes, Chief, Army Reserve, recently enlisted Horance N. York into the Army Reserve's Reserve Associate Support Program (RASP). RASP is a pilot program that puts enlistees in selected MOSs on active duty for two years, after which they are assigned to an Army Reserve unit.

The program benefits the active Army by providing reserve soldiers who will work full time in an active unit at no cost to the Army. It benefits the Army Reserve by putting soldiers with active duty experience into USAR units.

They will serve in Force Support Package 1 units.

"The RASP will provide valuable battle-focused training and experience for USAR (U.S. Army Reserve) first-to-fight units," stated Plewes, in the memorandum detailing the program's requirements and procedures.

Volunteers for the program will receive a $5,000 bonus and a Student Loan Repayment Program, or SLRP, benefit up to $20,000.



Major General Thomas J. Plewes enlists Horance N. York in a ceremony held at the Pentagon.

For additional information about the program, contact Capt. Gualberto Santiago, USAR RASP Project officer at 1-800-359-8483, extension 464-8927.

At press time RASP was being refined and revised to enhance progam benefits for soldiers and units.

New Montgomery GI Bill incentives equals more cash for future soldiers

The Montgomery GI Bill has added a Selected Reserve Kicker (MGIB-SR Kicker) for non-prior service soldiers enlisting in designated critical units and skills for a six year period. This new benefit is intended to encourage and retain membership in critical Army Reserve TPUs.

Non-prior service soldiers who enlist for six years in a critical skill and a designated TPU are eligible to receive $100, $200, or $350 a month for up to 36 months under the MGIB-SR Kicker program.

The Kicker is subject to recoupment if the TPU member is declared an unsatisfactory performer or participant. A soldier will not receive any Kicker payment until fully qualified in his or her military skill (Duty Military Occupational Specialty, or DMOS) and a mobilization asset.

The basic rules to qualify for the Kicker are the same as those for the basic MGIB. At the time of enlistment, the soldier must commit to maintain membership in a designated TPU and MOS for six years to receive MGIB-SR Kicker benefits.

Office of the Chief, Army Reserve will determine which unit and skills are eligible for the MGIB-SR Kicker based on the needs of the Army Reserve. Enlistment in a critical skill may also entitle the soldier to an enlistment bonus under the Selected Reserve Incentive Program, and eligibility for the Student Loan Repayment Program.

Information regarding the MGIB-SR Kicker will be provided in a policy memorandum from, Office of the Deputy Chief of Staff for Personnel, and will be published in upcoming Change 16 to Army Regulation 135-7.

Bambrough appointed USARC Deputy Commander

By Tony Johnson

ATLANTA— Maj. Gen. Craig Bambrough has been appointed as the Deputy Commanding General of the U.S. Army Reserve Command, headquartered at Fort McPherson.

Bambrough, a native of Ogden, Utah, has succeeded Maj. Gen. Thomas J. Plewes, who is now the USARC Commanding General and the Chief, Army Reserve, Washington, D.C.

Bambrough has more than 31 years of service and was commissioned in 1967. While on active duty from 1967-1969, he served as a platoon leader with 7th Battalion, 11th Field Artillery, Fort Sill, Okla., and with the 25th Infantry Division in Vietnam as a forward observer, assistant executive officer and liaison officer.

Following his service on active duty, Bambrough entered the Army Reserve as Subcommittee Chief, 91st Division (Training), Concord, Calif. From 1972 through 1979, he served in a variety of assignments at the 91st Division including committee chief, commander headquarters and headquarters company, committee coordinator, and operations officer.

From 1980 through 1983, Bambrough was assigned to the 351st Civil Affairs Command serving first as custodian of classified documents/assistant security manager and later as inspector general.

He became commander of the 387th Maintenance Battalion, 63rd U.S. Army Reserve Command in 1983. In 1987 Bambrough served as Deputy Chief of Staff, Training, 125th U.S. Army Reserve Command. He then returned to the 91st Division where he served as Deputy Commander, 91st Maneuver Training Command, then Commander, 3d Brigade (BT), and then Chief of Staff.

Bambrough became commander of the 221st Military Police Brigade in 1992 and then Commander, 124th Regional Support Command in 1995.

In 1996 he was appointed Commander, 70th Regional Support Command, Seattle, Wash.

Bambrough's military awards and decorations include the Silver Star, Bronze Star Medal with "V" device, the Purple Heart, the Meritorious Service Medal, the Army Commendation Medal, the Army Reserve Components Achievement Medal, the National Defense Service Medal, the Vietnam Service Medal, and the Armed Forces Reserve Medal.

Bambrough is a graduate of the University of California with a bachelor's degree in business administration and of St. Mary's College where he earned a master of business administration degree.

Bambrough's military education includes the U.S. Army War College, the Command and General Staff College, the Civil Affairs Advanced Course, the Officer Candidate School, the Ordnance Officer Branch Qualification Course and the Inspector General Orientation Course.

(Johnson is with the U.S. Army Reserve Command Public Affairs Office.)

Spangler USARC Command Sergeant Major

CSM Frank L. Spangler addresses the U.S. Army Reserve Command during the change of position ceremony.

By Tony Johnson

ATLANTA — Command Sgt. Maj. Frank L. Spangler became Command Sergeant Major of the U.S. Army Reserve Command in a ceremony hosted by Maj. Gen. Thomas Plewes, Commanding General, on Aug. 6 at the USARC Headquarters in Atlanta.

Spangler is the first sole CSM for USARC. This position was previously also held by the CSM of the Army Reserve.

"This is a soldier who is uniquely prepared and qualified to serve as the first full-time CSM for USARC. You will discover that he has not only a great personality but a deep commitment to soldiers and the Army Reserve," said Plewes.

The duties of the CSM of the Army Reserve, Command Sgt. Maj. John (Jack) E. Rucynski will remain the same. As the CSM of the Army Reserve, he is the principal senior enlisted advisor to the Chief, Army Reserve for matters concerning enlisted soldiers. As such, he acts as a direct link between the soldiers in the Army Reserve and the Office of the Chief, Army Reserve, Washington, D.C.

In his most recent assignment, Spangler served as Command Sergeant Major of the 63rd Regional Support Command in Los Angeles, Calif.

"I know what it feels like to be a drilling reservist trying to interface with a full-time headquarters staff. I also know what it's like to try to operate with an understaffed unit responding to a fully staffed headquarters as well," he said.

Noting his years of field service and the challenges facing the Army Reserve, Spangler said "We must train to standard and maintain the standards. This is one of my top priorities – enforcing military standards."

Spangler says he's looking forward to the job's challenges and is excited about the change from a TPU soldier to an Active Guard Reserve soldier.

Anthrax vaccination plan being developed for Reservists

By Tony Johnson

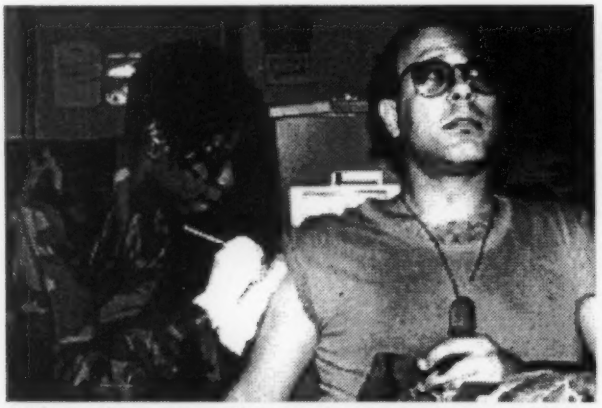
ATLANTA — A program to vaccinate all Reservists for anthrax is being developed in conjunction with the Department of Defense Anthrax Vaccine Immunization Plan. The DOD plan is being implemented in three phases.

The first phase began in August for all soldiers deployed to the high-risk areas of Northeast and Southwest Asia. About 40 Reservists have been vaccinated as part of the phase one implementation.

Phase two will impact a larger number of Reservists. A program to inoculate all Reservists within a specific geographical region will begin early in calendar year 2000. This pilot program will serve as a test for the delivery of the vaccine and tracking procedures for the inoculation of all Reservists during phase three.

"We are working diligently to develop an inoculation plan that will be as user-friendly as possible for our commanders and soldiers," said Maj. Sandra Pufal, the USARC AVIP coordinator. More information about the pilot program will be provided as plans are finalized.

A total of six shots, given over a period of 18 months, are needed for a person to be fully vaccinated against anthrax. An annual booster shot will also be needed to maintain the effectiveness of the vaccine.



Anthrax shots are on the way for Army Reserve soldiers.

"This vaccine was approved by the FDA in 1970. It's been around for years," said Pufal. The anthrax vaccine has been routinely given in the U.S. to veterinarians, laboratory workers, and livestock handlers for more than twenty-five years. There have been no reports of any serious side effects.

Anthrax is a disease normally associated with plant-eating animals such as sheep and cattle. Once common where livestock were raised, it is now controlled through animal vaccination programs.

Human infection usually results from direct contact with infected animals or animal products. However, when it is used as a biological weapon, people become infected by breathing anthrax that is released in the air.

In December, Secretary of Defense William Cohen directed all services to proceed with plans to vaccinate all active duty and reserve personnel with the FDA-licensed anthrax vaccine. This decision was based on biological warfare threat assessments and is intended to provide maximum protection to all service members. The vaccination is the safest way to protect against a potential threat that is 99% lethal to unprotected individuals.

A variety of brochures and information papers concerning the anthrax vaccination program have been distributed through the chain of command. For additional information you can contact the DOD homepage at www.defenselink.mil/

(Johnson is with the U.S. Army Reserve Command Public Affairs Office.)

Department of Defense reaches out to total force

WASHINGTON —The Office of the Special Assistant for Gulf War Illnesses has initiated an ambitious outreach to major military installations across the nation. Their goal is to raise awareness of the issues surrounding Gulf War illnesses among the total force – active duty, Reserve/National Guard, retired and separated military personnel, DOD civilian personnel, Gulf War veterans and their families. This outreach is part of a continuing program coordinated by Dr. Bernard Rostker, the special assistant, to listen to the concerns of veterans and service members and to communicate how the Department of Defense is applying lessons learned from the Gulf War.

"It is important to speak with our veterans. It gives us a sense of reality," said Rostker. "Proactive outreach provides people with the answers they need."

Three-day outreach programs are planned for Fort Bragg and Camp Pendleton in the fall. Visits are also planned to major Navy and Air Force installations later in the year. Reserve and National Guard headquarters from respective states are being invited to send representatives to each meeting.

The installation outreach agenda includes a pro-active information campaign. Subject matter experts will present a series of briefings prior to a Town Hall meeting where Rostker will answer questions regarding the Gulf War illness investigation findings. Topics span a broad range of interests including the results of investigations into possible exposures from chemical or biological weapons, DOD's force medical protection efforts and information on resources available to Gulf War veterans and their families.

Veterans who are interested in receiving medical evaluation are encouraged to call DOD's Comprehensive Clinical Evaluation Program at 800-796-9699 or the comparable Veterans Affairs Persian Gulf Registry. Both provide physical examinations and evaluation.

The town hall meetings give Rostker and DOD officials an opportunity to be readily accessible to the military community. The meetings are open to the public. The public affairs office at each installation will release more information locally prior to each meeting.

AR-PERSCOM retirement updates

Retired pay on the right track

ST. LOUIS — The Army Reserve Personnel Command has redesigned procedures for processing reserve retired pay applications. AR-PERSCOM has taken immediate corrective actions to eliminate delays that some retiring reservists are experiencing in receiving their pay.

"We recognized that we needed to permanently correct the problem, said Col. Timothy Cannon, director of the Personnel Actions and Services Directorate, "so we have redefined how we process retired pay applications,"

"With the number of cases we had on-hand, we realized we needed to look at how the pay process was completed," Cannon said.

Each step of the pay application process was mapped out including mailing packets, screening them for accuracy and making final pay certification.

The command has been able to establish a procedure which allows analysts in PASD to focus on the actual certification of pay.

"Previously, analysts would also have to work at correcting points and verifying information," Cannon said. "Now these steps are completed before the packets reach the analysts."

Instead of processing pay applications as they are received, PASD analysts now complete cases based on the individual's birth date. Additionally, any dispute over points or other inaccurate information in packets, is handled by the directorate's Regional Support Teams and Customer Contact Office.

Analysts are able to focus on certifying applications which are complete and accurate. As a result, the pay process has moved forward at a phenomenal rate.

"We needed to look at the soldier's expectations and work to meet them," Cannon said.

Part of reorganizing the way retired pay applications are processed, includes planning for the future, he said.

The number of retirees reaching age 60, is expected to double by 2010, affecting the number of retired pay applications received at AR-PERSCOM.

"We're taking steps now to prepare for this increase," Cannon said.

Plan Ahead

Additional plans to improve the retired pay process include sending retired pay packets to individuals on their 58th birthday and modernizing the automated system used to track and establish this pay. Retirees can also call 1(800) 318-5298 for answers to questions about retired pay.

Retirees can plan for this increase by:

•Completing and returning applications for retired pay as soon as they are received.

•Keeping AR-PERSCOM informed of a change of address.

• Getting retirement points squared away as soon as individuals stop drilling or earning other participation points.

•Visiting the AR-PERSCOM Personnel Actions and Services Directorate on the World Wide Web at www.army.mil/usar/ar-perscom/pasd.htm for answers to retired pay application questions.

Early submission of Reserve retirement packets essential for timely processing

ST. LOUIS — In order to better serve its customers, the Army Reserve Personnel Command is re-engineering the way it processes applications for retirement. The command's objective is to ensure every retiree receives his initial retirement check on the 30th day after reaching the age of 60. Retirees can assist in this process by ensuring their applications for retired pay are complete, accurate and submitted in a timely manner. These actions and the following guidance will help the application move quickly through the retired pay certification process:

•Complete your retirement packet and return it as soon as you receive it. Retirement packets (containing DD Form 108, Application for Retired Pay Benefit) are mailed within 90 days after your 58th birthday. If you do not receive yours within that time frame, send a postcard or letter to Commander, AR-PERSCOM, ATTN: ARPC-PSP-T, 1 Reserve Way, St. Louis, MO 63132-5200, with your current address and request a retirement packet. This should ensure that you receive your first retirement check 30 days after your 60th birthday.

Do not wait until you reach age 60 to return your packet. Once your packet is certified at AR-PERSCOM, it is sent to the Defense Finance and Accounting Center at Cleveland for establishment of a pay account. This process takes an additional 30 days.

•Keep your address current. If you are a gray area retiree (in possession of a 20-year letter but not yet age 60) and have moved, send a postcard or letter with your name, new address, and phone number to; Commander, AR-PERSCOM, ATTN: (fill in the appropriate office symbol for your location, see page 31), 1 ReserveWay, St. Louis, MO 63132-5200.

If you are already drawing retired pay, you must send your address change to the Defense Finance and Accounting Center, P.O. Box 99191, Cleveland, Ohio 44199-1126. A key hint that you need to update your address — you do not receive Army Echoes or other Army correspondence.

• Get your retirement points squared away as soon as you stop drilling or earning other participation points. Do not wait to correct your points until you submit your retired pay application as this adds to the pay certification processing time.

To correct points, you must submit substantiating documentation, such as copies of pay vouchers, to your servicing regional support team. Include a written explanation of the required correction. AR-PERSCOM can only assist in documenting Army Reserve retirement points. Documentation for points earned from other branches of the military (i.e., Navy, Air Force) or the National Guard must be obtained from the respective service in which they were earned.

If your points statement (ARPC Form 249) is correct, sign it to verify it is accurate. Annotate your DD Form 108, blocks 13-17, with the notation "See attached ARPC Form 249-2-E" and return it to the address provided. All other blocks must be completed and the form must be signed and dated. Unsigned or undated applications will be returned without action.

•Visit AR-PERSCOM Personnel Actions and Services Directorate on the World Wide Web. Many questions can be answered on the AR-PERSCOM PASD web site at www.army.mil/usar/ar-perscom/pasd.htm. The site includes links to retirement pay, points, "20 Year" letters and frequently asked questions. Downloadable software is also available to estimate your retirement pay, the value of one point sheet and "The Compendium of Reserve Retirement".

Army RESERVE

READERSHIP SURVEY

We've reviewed and tabulated the responses to the Readership Survey that ran in the Winter 1998 issue of Army Reserve Magazine. A total of 3,710 readers completed and returned the survey, out of an audience of about 415,600 for that issue.

Overall, Army Reserve Magazine is on the right track as far as the respondents are concerned. In general, the majority of respondents gave the magazine a favorable rating in all areas of topic coverage, content and appearance.

Here are the highlights of the survey.

More than 99 percent of the respondents indicated that they had read at least one issue of the magazine in the past year. After reading the magazine, more than 73 percent of the respondents said that they either tear out parts of it for reference or keep it for reference.

Between 64 and 78 percent of respondents stated that the amount of coverage given to the various topics listed in the survey was about the right amount. There were two exceptions. About 37 percent said that there was not enough coverage of military issues and politics. Nearly 51 percent indicated that there was too little coverage of military benefits.

More than 75 percent of the respondents rated the overall content of Army Reserve Magazine as "excellent" or "very good."

The majority of the respondents gave a rating of "strongly agree" or "agree" for the various descriptions of the content of Army Reserve Magazine:

- Easy to read — an overwhelming 98 percent
- Easy to understand — more than 91 percent
- Fair and accurate — about 75 percent
- Interesting — about 80 percent
- Provides useful information — more than 86 percent
- Source of new ideas — slightly more than 55 percent
- Stimulating; makes you think — nearly 98 percent
- Timely, up to date — nearly 69 percent
- Well written —almost 81 percent

Most of the respondents — nearly 54 percent — agreed with the statement: "Army Reserve Magazine is my major source of information on military issues." More than 26 percent neither agreed nor disagreed with the statement.

About 65 to 77 percent of the respondents rated the various aspects of the appearance of the magazine as "excellent" or "very good." In response to the survey, the spot color was changed from read to blue in the Summer 1998 issue and green in this issue.

More than 87 percent of the respondents said that the primary purpose of the magazine should be to inform or educate.

Demographically, the majority of the respondents were enlisted, male, in their 40s, highly educated and Troop Program Unit soldiers.

Specifically, about 78 percent of the respondents were male. More than 34 percent were age 40 to 49; more than 28 percent were age 30-39.

Army Reservists as a whole are highly educated, and the respondents were no different. More than 91 percent of those responding to the survey had some level of post-high school education. The highest percentage of all respondents — about 33 — had a graduate and/or professional degree.

Nearly 53 percent of the respondents were Troop Program Unit soldiers. The next highest group was Individual Ready Reserve soldiers, with about 16 percent responding. About 11 percent of the respondents were Individual Mobilization Augmentees, while about eight percent were Active Guard and Reserve.

Finally, about 52 percent of the respondents were enlisted soldiers. Of that group, the most responses came from E7-E9s — about 22 percent. More than 46 percent of the respondents were warrant officers and commissioned officers. Of that group, field grade officers returned more than 28 percent of the surveys.

Army Reserve soldiers in Bosnia captured on canvas

Photo by Spc. Marrius A. Darrisaw

Bosnia artist Col. Gary N. "Butch" Cassidy adds another shade of brown to his Army Reserve painting.

WASHINGTON –The U.S. Army Reserve will soon have an addition to its Historic Painting Series. The artist, Col. Gary N. "Butch" Cassidy, is putting the finishing touches on an oil painting featuring the Army Reserve's 351st MP Company from Ocala, Fla., performing checkpoint operations at Camp Bedrock, Bosnia.

"We felt that Bosnia would be an important part of our series," said Al Schilf at OCAR's Office of Public Affairs, Policy and Liaison. "After all, the USAR has mobilized more than 11,150 soldiers in support of Joint Endeavor/Guard/Forge. Each of our paintings depicts a scene that typifies the Army Reserve contribution at the time. For instance, our WWI painting shows a medical scene, and our Desert Shield/Storm painting features a Quartermaster Company distributing water. This time an MP unit will be featured, and some USACAPOC soldiers will be in the scene also.

"We really are indebted to the Center of Military History, because this is being done under the auspices of their Army Art program. We talked to them several months ago about the project, and they said they had an artist who had been to Bosnia to do some work for them, and that he (Col. Cassidy) would be willing to do an oil painting of the Army Reserve," said Schilf. "When the painting is done, we plan to print lithographs suitable for framing and distribute them to units and Reserve Centers throughout the USAR. We know from feedback we've received previously that these lithos help foster pride in being in the Army Reserve."

The 351st MP Company was in Bosnia from October 23, 1997, until April 3, 1998. They were attached to Task Force 136 of the Stabilization Force, and based at Camp Bedrock. One of their responsibilities was checkpoint operations at the blocking gate. They checked incoming and outgoing vehicles and convoys, and oversaw weapons clearing procedures at the clearing barrel.

"I wanted to do some sort of drawing, artwork or other artistic impression of my visit to Bosnia," said Cassidy. "I didn't give a thought to the fact that I had not painted in over 20 years." Cassidy thought about the most common thing all soldiers did while on their tour in Bosnia? Besides, of course, going to the dining facility and latrine. "I came up with weapons clearing. I did this so much that I did not see it as a significant event worthy of capturing in an artwork," Cassidy said .

Once Cassidy returned from Bosnia and completed several works in the project he began to reflect on weapons clearing and decided that one of the pieces should contain something about weapons clearing. The painting illustrates an Army Reserve MP unit manning a checkpoint at Camp Bedrock. In the background is a line of soldiers waiting to clear their weapons and a soldier scraping mud off his boots.

Cassidy's other works most recently appeared in a show titled, "The Bosnia Art Project." This exhibit included "Minefield," a mixed medium piece of painting and sculpture and "Sentry at *Mud* Govern."

The ideas came from the troops; Cassidy asked them what they would remember most about Bosnia. Many troops spoke of the minefields, he said. While others, mostly E-5s and below, will remember guard duty and all the mud.

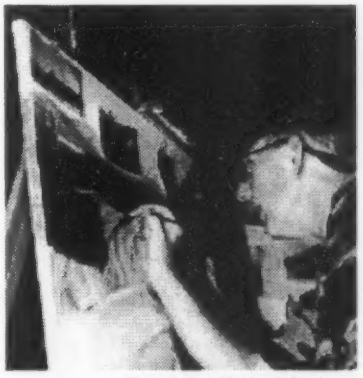


Photo by Spc. Marrius A. Darrisaw

Painting with a small brush, Col. Gary N. "Butch" Cassidy adds detail to the painting.

(Sgt. Carri A. Lee, 221st PAD, contributed to this story.)

Public Affairs soldiers escort media

Photo by Maj. Marvin Ellis

Members of the 318th Public Affairs Detachment escort media at an air base in Kuwait.

By Spc. Eric Horsch

KUWAIT– When diplomacy fails and regional political tensions lead to a military response, the world takes notice. People often turn to CNN, ABC, CBS, BBC, the *Chicago Tribune* or other media outlets to get the story. To get all the information, however, civilian media need direct access to front-line troops and public affairs soldiers help provide this opportunity by serving as media escorts.

Three members of the 318th Public Affairs Detachment, (Press Camp Headquarters), Forest Park, Ill., recently took their annual training across the globe to Kuwait in support Operation Desert Thunder. The three included Sgt. 1st Class Greg Deimel, Operations NCO, Staff Sgt. Brandi Garza, broadcast journalist, and Sgt. Timothy P. Kane, journalist. The team was augmented by Maj. Marvin Ellis, 88th Regional Support Command, Indianapolis, Ind., and Sgt. Susanne Aspley, 364th Mobile Public Affairs Detachment, Fort Snelling, Minn.

Their mission was to act as liaisons between the military and the civilian media. They made sure the media received the information they needed and at the same time, did not disclose anything that would adversely affect national security.

While Garza, Kane and Ellis served as liaison between the media, Deimel and Aspley worked at the Media Operations Center at Camp Doha, Kuwait. The MOC coordinated all the media visits to the joint task force.

"The media went through the Press Center at the hotel. The Press Center would call us with their media queries and we would match up units with their requests," explained Deimel.

Deimel arrived a week before the rest of the 318th and handled queries, coordination, escort and was establishing a MOC all at the same time. When help arrived the public affairs assets more than doubled in Kuwait.

It would take another week to receive Active Component public affairs personnel and one additional National Guard public affairs sergeant. Operation Desert Thunder began with Army Reserve public

Photo by Maj. Marvin Ellis

Staff Sgt. Brandi Garza at work at the American Forces Liaison table assisting the media during Operation Desert Thunder.

for Desert Thunder in Kuwait

Photo by Sgt. 1st Class Greg Delmel

An Associated Press cameraman video tapes Desert Thunder action.

affairs on the ground - in fact five out of six were from the 88th Regional Support Command units.

"My main mission was to serve as a liaison between the media from world and coalition forces and the American military," said Kane. "But within that mission, my job was to process queries that I got over the telephone or in person. I was also responsible for escorting the media out to the troops."

Kane and Garza's job involved 16-

> ***"One of the best things was that I got to meet and talk to the cream of the crop in the journalism business."***
> Sgt. Timothy P. Kane

to 18-hour days for three weeks. They worked with the Kuwaiti Ministry of Defense and organized the media representatives into "media pools" prior to escorting them to meet the soldiers. With more than 1,000 media personnel showing up daily, media pools became a necessity. Garza and Kane had to submit a tentative list of people to the Kuwaiti Ministry of Defense for approval, and then go back and post the finalized list for the next scheduled bus.

"The Kuwaiti Ministry of Information and Defense made up the media pools with our assistance," explained Garza.

"I would have people calling my hotel room at three in the morning to make sure they were still on a scheduled trip in the morning," said Garza. "The media pool would constantly change as media decided who was going to be the photograper, reporter, talent and cameraman."

Despite the long hours and constant demands for the two soldiers, the exercise exceeded all their expectations. For Kane it was especially exciting because he works as a civilian reporter for the Northwest Herald in Crystal Lake, Ill.

"This was absolutely the best time I have ever had in the Army and I have been in the military for 10 years - seven years active and three Reserve," said Kane. "One of the best things was that I got to meet and talk to the cream of the crop in the journalism business. Not just those from America, but from around the world."

"I learned more in my three weeks than I have in my entire 10 years in the military. When I have gone on annual training before, I have always performed my job and only my job - filming, reporting, editing material for broadcast. But here, I got to actually put into place all the media escort training that I have read about, been trained on during drills, but never actually used," added Garza.

"One of the more fascinating people that I got to meet was a reporter from the Arab Times, Hazel Elizabeth," said Kane. Elizabeth was a British Citizen who married a native Kuwaiti. During the Gulf War in 1991, she was detained by the Iraqis and used as a human shield," added Kane.

To those soldiers who might be scheduled for an exercise in the Middle East, Kane and Garza had a few words of wisdom to give.

"If you are planning or have orders to go to the Middle East, remember to respect the culture that is staunchly Islamic. Understand that there is a different way of living you may not be used to," said Kane.

"Learning a little bit of the language will go a long way," said Garza. "But most of all, have a lot of patience. Understand that the hours will be long, but the reward will benefit you beyond this operation," she added.

Photo by Sgt. 1st Class Greg Delmel

Sergeant Timothy P. Kane answers reporters' questions after a U.S. Marine live-fire exercise conducted in conjunction with Desert Thunder.

Army Reserve soldier-athlete wins hammer throw at World Masters Championships

Story & photos by Paul Adams, 81st RSC

EUGENE, Ore.—It's just after 4 p.m. on a Sunday afternoon and 2nd Lt. Marilyn Senz is lying on her back on the concrete floor, eyes closed with her feet propped up on a 12-inch wide wooden bench. She is well into the mental process of keeping her arms and chest as long and loose as possible while the rest of her body is a tight line, so the ball carries her around in a circle, like a centrifuge. With three spins around, the flight of the steel ball is encouraged by her loud guttural "whoo-ah."

The enthusiastic crowd snaps their heads to the left, straining to hear the thud of the ball, while the officials stretch the steel chain to measure her throw. Her eyes flutter, open and Senz wakes up to quickly realize that this is the routine she has mentally practiced over and over hundreds of times.

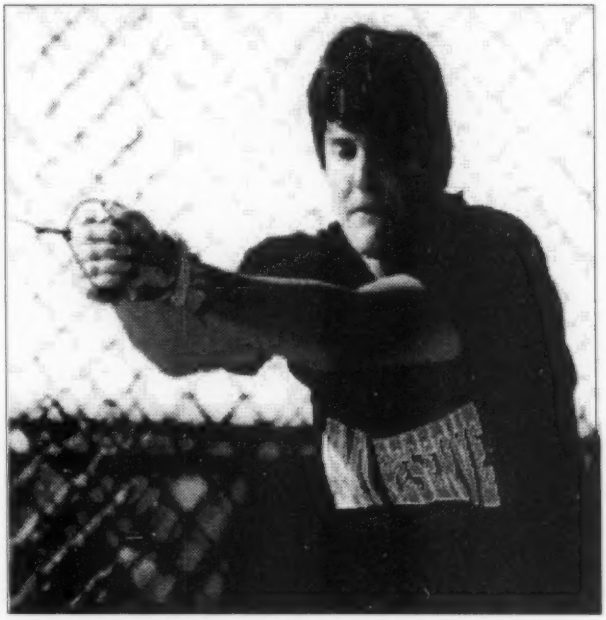
Her moment is here. The Nike World Master's Championships.

Senz recently burst onto the competitive track and field scene, representing the Army Reserve and the 81st Regional Support Command in her quest to qualify for the World Class Athlete Pro-gram and competition in the Year 2000 Olympics in the hammer throw.

The 37-year-old Senz now competes in Masters' competitions, which include different age groups in five-year increments, starting at 30. "To prepare for Olympic competition, I have to perform really well at Masters' competitions, such as the National Masters and the Nike World Games, and then enter and qualify for open and national competitions to have officials certify the records I make," she said.

Second Lieutenant Marilyn Senz discusses administrative procedures with two soldiers in her unit, Sgt. Jason hipps, left and Sgt. Jeffrey Smith, both assigned to Det 4, 3297th U.S. Army Hospital.

It was at a Masters meet at the University of Tennessee where she met Peter Farmer, the current Australian National record holder, who noticed her hammer throw. "Peter told me that I had the ability and the technique, and with some intensive training I would be able to throw in the 230-foot range." She was then throwing about 150 feet and hadn't picked up a hammer in 10 years. "I felt then if I put my mind to it I really could succeed and achieve great things."



On her third throw 2nd Lt. Marilyn Senz begins to hit her rhythm in the hammer throw.

Senz joined the Army in 1985 as a personnel administrative specialist. In October 1986 she began training for the World Class Athlete Program. The WCAP is a program designed to turn nationally rated military athletes into international and Olympic-level competitors.

She went to the All-Army trial camp and by the end of the year she set the All-Army and inter-service records in the shot, javelin and hammer events. From 1986 to 1988 she was the Interservice Champion in the shot, javelin and hammer. Senz was selected as the Army Female Athlete of the Year in 1986.

Senz says she now she feels that the shot and discus throwing have taken a back seat to her primary goal—the hammer throw. "I want to concentrate on throwing the hammer. Training for the Olympics is a full-time commitment and I hope to be training for the two years leading up to the 2000 Olympics," Senz says.

So impressive were her credentials and results in "all-comers" meets that she caught the eyes of the U.S. Army Reserve Command in Atlanta and by June 1998 Senz was put on an active duty tour to enable her to train for the World Class Athlete Program.

Assigned to Detachment 4, 3297th U.S. Army Hospital, in Asheville, N.C., Senz serves as the unit adjutant. Her job of

handling all the unit's administration is sandwiched between an early morning workout and one at the end of the day.

Her workout regime parallels her raw determination to make it to the top of her sport. To condition herself, Senz works out twice daily for 2 and a half to three hours. At the peak of her training leading up to the Olympics, she ups her workout to four to six hours a day. "I train six days a week with Sunday used as an active rest day. In the off season I lift six days (a three-day split routine), doing sprints and a short distance on days that I don't lift with my legs," Senz said.

Senz also works at throwing the medicine ball using ballistic throwing motions. This technique helps work her upper body, she says. And when she is between workouts, she will have a deep message and ice treatment.

To augment her workout routine she also practices a food and nutrition regime. "Proper food and nutrition is the key to my training," Senz says. She eats large amounts of nutrients every day, sometimes eating five to six times per day, consuming about 3000 calories daily. "I eat fresh fruits and vegetables in massive quantities," Senz says. She also takes vitamin supplements, which amount to nearly $300 per month.

Her day would not be complete without the visualization training she undertakes one-half hour per day. This is a part of her relaxation routine, she says. "I see myself doing this training where I hope to one day wake up and be a world champion," Senz says.

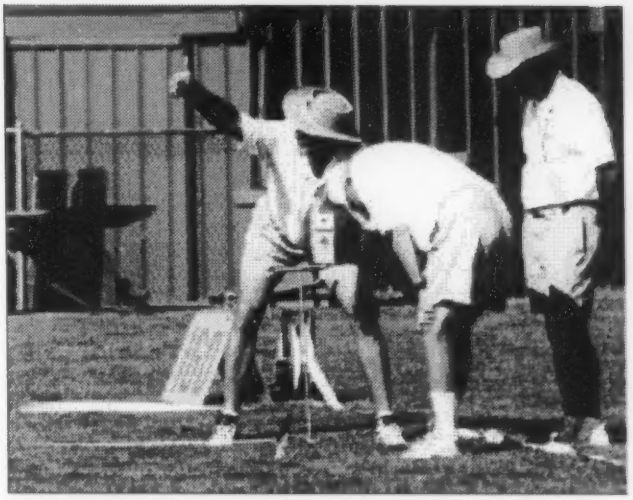
As the USA Track and Field official calls the six competitors forward for the hammer throw, the Nike World Masters Games begin for the 30 through 40 age group.

Admittedly nervous at first, Senz reaches for the four-kilo implement, which is actually an 8.8-pound steel ball on 11-gauge piano wire approximately three feet long with a handle closely akin to a musical instrument triangle. Her first two of six throws were "marks" as she calls them, just to get them out there to get the butterflies out.

"It took me two throws to settle down. The rest of the throws I was trying to concentrate on getting my feet tighter," Senz explains. "The tighter the feet are, the faster you are going to move around."

Into her third and fourth throws Senz hit her rhythm. The crowd took notice of her record-breaking potential and reacted to every throw. And she began to play to the crowd.

Second Lieutenant Marilyn Senz shows off her gold medal she won in the hammer throw during the Nike World Masters Games.



USA Track and Field officials measure 2nd Lt. Marilyn Senz's final throw in the hammer event. She set a new national record of 157 feet, seven inches.

"I was so nervous that I felt like if I didn't talk to somebody and get some of the tension out that I was going to choke. If you can laugh, a lot of tension goes out of your shoulders. And I just started joking around," Senz said.

It was a solution that worked for her during the '92 Olympic Trials. Joking around with her training partner helped her to relax, and she ended up placing second and her partner placed third.

For Michael Long, a special agent with the Atlanta Bureau of Alcohol, Tobacco and Firearms, his job brought him to the games where he witnessed Senz's remarkable feats. He was a member of the explosive diagnostic team temporary assigned to the Nike World Masters Games to investigate any suspicious terrorist bomb threats.

Long, also a major in the Army Reserve assigned to the 81st Regional Support Command in Birmingham, Ala., was pleased to run into a fellow soldier doing so well in sports on the national scene. "She was very focused and often played to the crowd," Long said describing Senz. "One fella in the crowd said, 'how bout getting 155', and Senz promptly threw 155 feet."

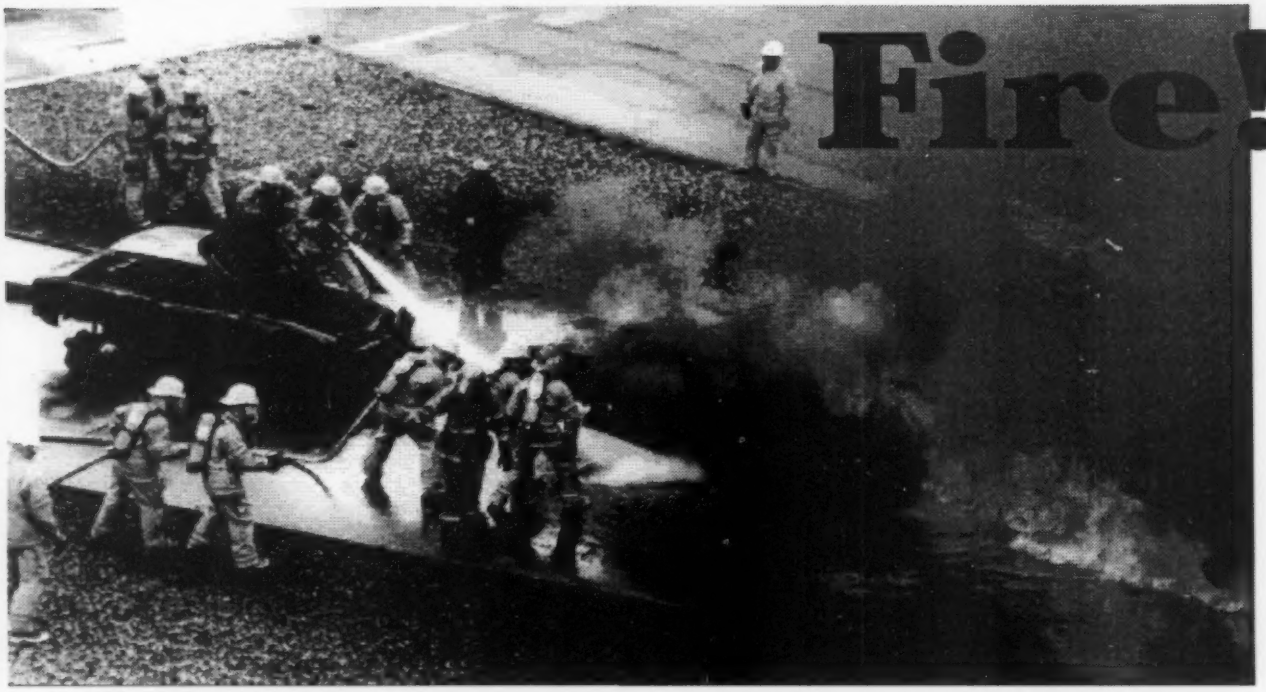
Long said that same man then verbally challenged her to throw 158. "She joked around and then became very serious and focused. "It was like she was willing the ball to go further each time," he said. "The officials knew she was always very close to the record and wanted to take accurate and official measurements.

Although some distance from a world's record, Senz broke the U.S. National record at the Nike World Masters Games four consecutive times with a final throw of 157 feet, seven inches.

For someone who has achieved so much in so little time, Senz felt a tremendous sense of relief. "I guess I was relieved because it was over, but also that my mouth didn't write checks that my body couldn't cash. I guess I've been telling myself all along, yes I can do this, I can do this, but now I need to prove it."

"I am really happy to represent the Army Reserve and also be a role model. And I think it is important for people to see that yes you can achieve great things that you put your mind to. But that's the key, you have to put your mind to it before you can succeed," Senz said.

Fire!



After putting one vehicle fire out, three hose teams from the 907th, Engineer Platoon, (Firefighting) advances on the next two vehicle fires. Each hose team of three or more personnel consists of a hose team chief, a nozzle man and a hose tender.

Story and photos by Ed Quimby, 70th RSC PAO

NORTH BEND, Wash. – There's something inescapably primal about fire. To the ancient alchemists, it was one of four essential elements. Nowadays fire is defined as a phenomenon of combustion manifested in light, heat and flame. But to Sgt. Thomas Downes, firefighting chief of Engine 3, 907th Engineer Platoon, "It's alive, breathes, eats, consumes and you can't reason with it."

The members of the 907th, a 70th Regional Support Command firefighting unit headquartered in Yakima, Wash., had driven their yellow fire engines and camouflage HMMVVs to three days of annual training in May at the Washington State Fire Training Academy. Run by the state near the city of North Bend, it is Washington's premier training center for civilian and military firefighters. These Reservists came to confront the elemental force that attracts them to their jobs, to hone their skills, and to embrace their mission of putting out fires, saving lives and protecting property. They like their work. Some do it for free in the volunteer fire departments of their communities.

They arrived on a Friday and returned to Yakima on Sunday. Friday's schedule included an incident command course, new to some, refresher to the rest. In firefighting, an incident always has a commander, and the incident command structure provides a management and accountability system to track the progression of the scene. It enables the commander to know how many firefighters went into a burning structure and when they're all out. It also provides for continuity and possible transfer of command as personnel leave or additional respondents arrive at the scene.

But the big day was Saturday. It started at 7:30 a.m. and went until about 2:00 a.m. Sunday. The schedule began with "live fire" exercises. First was the cars-at-the-curb simulation, three actual cars parked at a curb and sidewalk on one of the academy's eight burn pads. The fires are fueled by gasoline piped into nozzles that are strategically placed in the vehicles and controlled by Mike Aboe, the program manager. By operating the multiple valve levers on the fuel lines, he can script the evolution of any one of a number of firefighting scenarios, and the firefighters can always be surprised, have their abilities truly tested and tuned. This is as real as training can get.

Two of the 907th engines, each holding hundreds of gallons of water and hundreds of feet of hose, responded to the call, sirens wailing and emergency lights flashing. Soon they had several hoses hooked up to hydrants and the hose teams were advancing toward the multiple car blaze. Smoke belched and flames billowed into the sky. You could feel the heat hit your bare face 35 feet away. A wayward whiff of the acrid fumes would have you gasping for breath. The men wore full gear, reinforced rubber boots, turnout coat and pants, gloves, flash hood to cover hair, face and neck,

Flames from the fire ah

alive and dangerous

Two members of the rescue team who reached the cockpit carry the charred dummy away from the helicopter.

bunker helmet, self-contained breathing apparatus airpack and face mask. Spc. Steven Cooper, assistant team chief of Engine 2, was nozzle man on one of the hose teams.

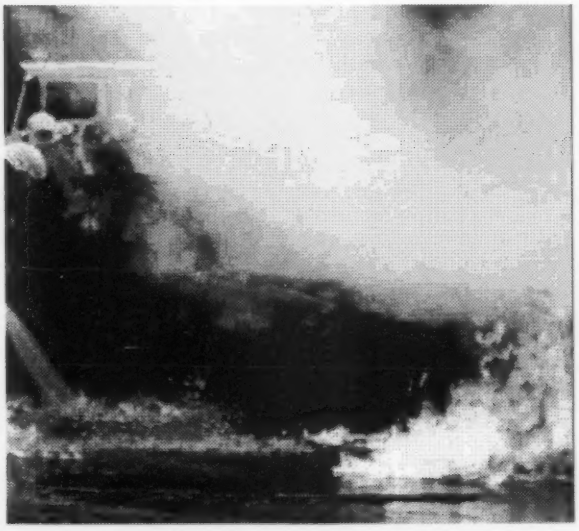
He said, "I had the nozzle set at wide fog position (a protective move) and the flames exploded to less than a foot from my face before the water pattern stopped them. If you jerk or flinch, that can break the water pattern and give the fire a chance to come and get you. When it jumped up to my face and sucked up the water, I just kept going forward." In beginning firefighting, he said, you experience fear in the face of the flames. "But the more you do it, the more it's just flat out exciting."

Cooper was not alone in that feeling of excitement. Downes agreed that, "There is definitely an adrenaline rush. You are so pumped up that you just keep going for the fire. But you can't have tunnel vision. You're trained to look at the entire incident. You're trained to know how to put the fire out. It's a challenge, and it feels really good to accomplish what you're supposed to do."

That training, in fact, is what holds the basic fear instinct at bay. According to Sgt. Terry Cochran, the 907th fire inspector, "When you're not scared at all, you'd better quit. There's always an element of fear." But it's a matter of perspective and degree. He said fear is managed by "training, lots and lots and lots of training." Then you "just focus on your job." He figured that connection to fear is his lifeline, helping him to know when to get out, even if someone is inside. Using his basic instincts in concert with the benefit of ongoing training, he said, results in "knowing I can get my guys out and they can get me out."

Since most members of the unit have prior training and some have volunteer or other civil firefighting experience, the academy's senior instructor, Larry Akers, and the assistant instructor, Paul Schroer, were less concerned with safety and could focus more intently on watching each live fire scenario play out so they could critique the men afterward and fine-tune their moves. Something akin to choreography was afoot here. With experience, firefighters grow to sense the total crew movement of which each is an essential part. They meld together into a flow, into the communion of putting the fire out.

Capt. Robert Cline, commander of the 907th, said firefighting is "definitely teamwork and communication, just like in battle; you've got to know each other and what the next person is going to do." Honing that teamwork and communication was a major impetus for being at the fire academy.



oad creep atop the water towards the firefighters feet.

Firefighters use a protective spray pattern when exiting or entering a fire scene.

Gold Sword IV

800 MP Trains to Standard

Story & photos by Sgt. Bruce Hill

Corporal Jeff Merriman leads an EPW away to be processed.

Flashback! 1991! Seventy thousand Iraqi soldiers storm and invade the 800th Military Police Brigade's stronghold in Saudi Arabia determined to break through the perimeter.

Like a relentless pursuit, they eagerly trek their way straight past the 800th's front gate virtually unchallenged. The 800th has no choice but to let them through. The Iraqis were surrendering.

Despite being bombarded with the onslaught of enemy prisoners of war during the Gulf War, the 800th managed to adhere to the guidelines of the Geneva Convention, which states that all prisoners of war must be treated humanely. The 800th processed, treated and fed the entire mass because it is the only MP Brigade in the Army that handles EPW's.

Even before it's real world mobilization in 1991, the 800th had been conducting annual training at Fort. A.P. Hill, VA., in order to sharpen and maintain their military police skills and to train in the operations of an EPW camp under the laws of the Geneva Convention.

"We are in the people business," said Col. Joe Campano, deputy commander of the 800th MP Bde. "We are required to protect all people. Their lives, health and safety are our responsibility. It's a big job and we had to build a small city to do it."

A military police officer cuffs an EPW behind the wire.

More than 2,500 soldiers, Marines and civilians were occupants of that city in this year's EPW exercise dubbed Gold Sword IV. Soldiers and airmen from Britain, Germany and Australia also were involved in the June exercise.

At the EPW site, realism was the order of the day. The camp, designed to house about 4,000 prisoners, was completely laced with concertina wire. Guard towers were erected. Some soldiers were selected to be "prisoners". They were given prisoner roles and encouraged to act belligerent, hostile and resistant in order to further test the MP's skills and reactions. Some EPW's even scuffled to break free and shouted obscenities in other languages to add spice to the hypothetical Southwest Asian scenario.

Lt. Col. David Parker, Camp Archer commander said, "In a real world situation, there are many potential scenarios that could take place, and we need to be able to protect them and everybody else involved."

To transport the prisoners, a bus, train, and for the first time, a boat was used to move them around Virginia from Fort. A.P. Hill to Fredericksburg, to Fort. Eustis and back. Once at the camp EPW's had to go through an 8-station in-processing session that included everything from being frisked and fingerprinted to getting khaki prison uniforms and being interrogated by intelligence specialists.

"Interrogation is an extremely important part," said Parker, "because we need to decipher who is and who isn't a threat."

The American and International Red Cross were present to ensure that the 800th performed its mission and handled EPW's in accordance with rules of the Geneva Convention.

(Hill is with the 77th RSC PAO)

New Secretary of the Army checks out Reservists at Belvoir

by Staff Sgt. Neal Snyder

FORT BELVOIR, Va., (Army News Service, July 29, 1998) — Secretary of the Army Louis Caldera touched base with Reserve soldiers, discussing their concerns about deployment and his vision for total integration of the active-duty and Reserve components July 18 at Fort Belvoir.

Visiting with members of the 310th Theater Support Command, Caldera was on his second outing as Secretary of the Army since his swearing-in ceremony July 2. Days earlier, he had visited Fort McPherson, Ga., on his first personal appearance outside Washington, D.C.

> ***"Almost everywhere you go, you're not sure whether the soldiers you are looking at are active-duty soldiers or Reserve soldiers."***
>
> Secretary of the Army, Louis Caldera

Dining with enlisted soldiers in the 310th's headquarters on North Post near Davison Army Airfield, Caldera said it is hard to tell soldiers from the different components apart.

"And that's how it should be. We need to think of every soldier as a soldier and we need to train them all to high standards," Caldera said.

At the table with Caldera, Sgt. Wilfredo Colon-Melendez, 310th's personnel section, brought up Reservists' concerns about deployment and their employers.

"I know we've made great strides," Colon-Melendez said. "How do you plan to protect [the progress] or make it better?"

Caldera emphasized communication. "We're trying to communicate to employers how important it is to support our Reservists when they do have to deploy," Caldera said. The federal government should lead the way, he added.

"The president has started an initiative -- he said he wants the federal government to be a model employer," Caldera said. "He wants to make sure we set the standard for how other employers should treat their Reservists."

Caldera began by visiting the 464th Transportation Co., a 310th unit operating a fleet of cargo boats. The 464th trains in Tompkins Basin, an inlet on the Virginia side of the Potomac River. There he boarded one of the unit's boats to watch Reservists put their vessels and themselves through their paces: loading and unloading trucks on a beach, man-overboard drills and salvage. Caldera also took a turn in the boat's cockpit.

"How was your boat ride?" asked Sgt. Jolene Ubersox, coxwain, or pilot, of Caldera's boat.

"It was great," Caldera said. "I could tell that people know their jobs, take them seriously, have pride in what they do. It's very obvious that you guys have a key role to play in moving trucks and moving troops."

The boat and crew didn't really have to make special preparations for Caldera's visit, Ubersox said. "The crew is very good. They know what to do," she said. "The only difference was that we made sure the boat was a little bit prettier than usual."

Born in Texas and raised in Los Angeles basin, Caldera graduated from West Point in 1978 and spent five years as an officer in the military police.

Leaving active duty to pursue a law degree at Harvard, he drilled several summers at Fort Ord, Calif., as a member of the Individual Ready Reserve. He went on to become an assemblyman in the California legislature, representing a district in downtown Los Angeles.

Before accepting appointment as Secretary of the Army, Caldera was managing director and chief operating officer of the Corporation for National Service, a federal grant-making agency that encourages volunteerism.

(Snyder is with the 201st PAD)

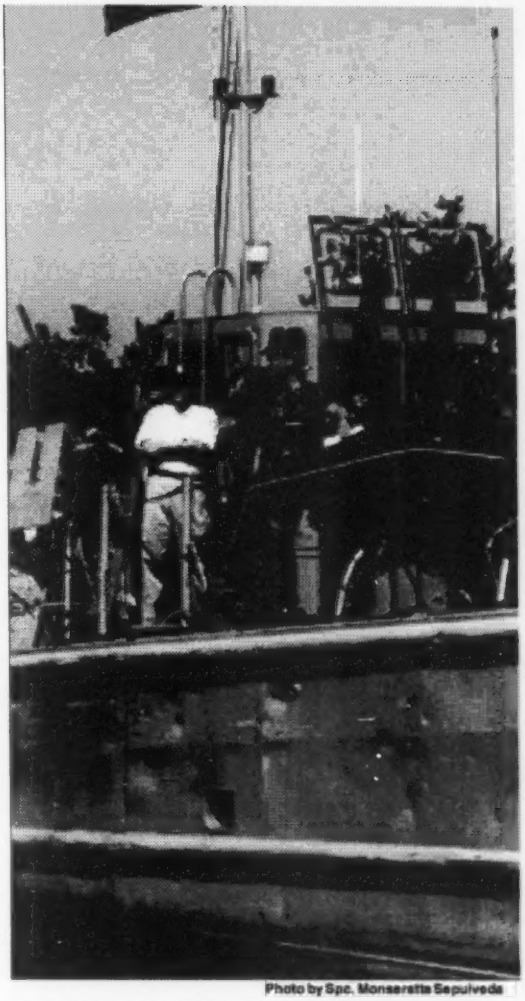


Photo by Spc. Monserrate Sepulveda

Secretary of the Army, Louis Caldera, observes training on the Potomac river.

Army Reserve soldiers ply Alaskan waters

Photo by Sgt. 1st Class Sabine Kraeger

Equipment is loaded into the well deck of the *General Brehon B. Somervell*, a Logistics Support Vessel bound for Alaska.

Story by Lt. Col. Allan J. Havrilla, 70 RSC PAO

TACOMA, Wash.–

Sail Army!

As the slogan implies, this is about a different flotilla. One not directed to tall ships, or fighting ships, but to lumbering flat-bottomed transport rigs.

The "Army's navy" is a micro-fleet of Logistics Support Vessels. Six LSVs are on active duty tours. The seventh ship is berthed at Pier 23 here. That's where this story begins, aboard the *General Brehon B. Somervell*, an Army Reserve vessel assigned to the 385th Transportation Battalion and part of the 70th Regional Support Command.

The *Somervell* is a 273-foot transporter with a belly the size of three basketball courts. She can swallow a fully equipped mechanized infantry company, 20 Abrams tanks, or a light infantry regiment into her cargo hold. But this spring the *General's* appetite was for dump trucks headed for Alaska, and a smorgasbord christened Operation Alaskan Road.

Operation Alaska Road was initially proposed by Alaska Sen. Ted Stevens to enhance living conditions of the Tlingits, an indigenous Pacific Northwest Indian tribe populating the western coastline of Annette Island, Alaska.

The project might never have become an economic possibility without the support of the Department of Defense, which recognized it as a peacetime training opportunity.

The five-year project will cut 18 grueling miles of roadway across the mountainous island, allowing an overland connection with its eastern coast. The addition of a ferry dock at the terminus will provide a year-round link for the Native Alaskans to Ketchikan, and it will increase the frequency of their ferry service from weekly to daily. The 385th Trans. has dedicated three smaller, Landing Craft Mechanized 8 boats to sup-port the project, mov-ing people, cargo, building materials and equipment as required.

"Sail Army" is a novel concept for those associating yeoman's duty with visions of sprawling aircraft carriers and the like. The Army's navy is intensely people oriented. The crew of the *Somervell* is composed of pro-fessionals, many extending their civilian occupations into the military. Others transition their military training into new maritime opportunities. The eclectics of the crew prove beneficial to all.

Chief Warrant Officer Norman L. Carlson, a long-time employee of Crowley Maritime, is king of the *Somervell's* two power plants, which previously powered Burlington Northern locomotives. When I met Carlson, he was assaulting a major kitchen appliance with a pipe wrench. He introduced himself as the ship's chief engineer, "only when it's running well," he noted with a chuckle!

Other working professions similarly filled the *Somervell's* manifest, making for very smooth sailing.

Specialist. Jeffrey N. Kuster was recruited from high school, enlisting as a fuel handler. His career path led him to the 385th, where he was assigned to Warrant Officer Jeffrey M. McBride. McBride was in charge of fueling operations and destined to become Kuster's mentor.

Kuster attended the U.S. Coast Guard Basic Firefighting School at the insistence of McBride. The course led him to his U.S. Merchant Mariners' document with a tankerman's endorsement. Although he didn't realize it at the time, Kuster held the keys to a bright future.

Photo by Lt. Col. Allan J. Havrilla

The *General Brehon B. Somervell* pushes through the Canadian mist bearing engineer equipment for Alaska.

Project Adventure

U.S. Army Reserve helps train high school students

By Sgt. Maurice Miller and Spc. Susan Reilly

He hangs suspended upside down about 30 feet above the ground. The young cadet does not seem to be afraid. He is smiling and laughing as he works his way down the rappeling tower. The cadet is a participant in Project Adventure held at Camp Kanza, a Boy Scout facility west of Hutchinson, Kan.

Project Adventure is an ongoing event sponsored by the 89th Regional Support Command of the U.S. Army Reserve for Junior ROTC cadets from high schools in Iowa, Kansas, Missouri and Nebraska. Participants in this Project Adventure were from six Wichita-area high schools. Soldiers from the 331st Medical Group, under the command of Col. Albert L. Kemp Jr., provided instruction on team-building activities, leadership skills and marching exercises.

"This is an opportunity for the students to gain confidence and leadership skills, while they're young enough to give them direction," said Lt. Col. Mary Lynn Burnett, assigned to the operations section for the 331st.

"At the very least, the participants get a day of great physical exercise that teaches the importance of teamwork," said Lt. Col. Gaye George of the 331st, who worked with JROTC to organize this year's event.

Team Building

One team building exercise was the teeter-totter. Cadets sat on opposite sides of a 20-foot log. The object was to keep the teeter-totter balanced without using their feet as each one traversed the log without ever touching the ground. The exercise required the students to communicate and implement strategies to get their team members from one side of the log to the other.

Photo by Sgt. Maurice Miller

Junior ROTC cadets work on their problem-solving skills during a team building exercise at a project Adventure weekend at Camp Kanza in Hutchinson, Kan.

"Kids learn more from each other than they do from the instructors," said Army Col. (Ret.) Bob V. Hester, head of the JROTC program for the Wichita school system.

Drug Demand Reduction

One of the core features of the Project Adventure weekends and the JROTC program is drug demand reduction. The program aims to prevent high school drug use before it even starts. Army chaplain Maj. Tom W. Phelan Sr. from the 331st, spoke to the teens about reducing the demand for drugs by using examples of the impact drugs have upon people's lives.

For Philip S. Martin Jr., 17, a junior at Wichita West High School, JROTC is a stepping stone to a future in the Army. "I'm hoping this will give me an extra edge in my Army career," he said. "It helps me to be a better student. It makes me want to do better, to go the extra mile."

Martin said he enjoyed the military MREs (meals-ready-to-eat) provided by the 331st to all cadets during Project Adventure. He had them at summer camp last year and liked them. Martin, still dressed in rappeling gear, chose to eat his MRE cold.

Other cadets used the heater packs that come with the MREs to warm their food. Drill Sergeant Troy B. Bowers, an Army Reserve soldier in the 89th RSC, demonstrated the proper use of the heater packs to several platoons of cadets.

Safety was a big issue throughout the day. Rappeling instruction was provided by the Boy Scouts, who had experienced trainers on top of the tower and on the ground. The 331st also provided two military ambulances on site throughout the day.

The Boy Scouts like to work with organizations that serve kids, and the USAR has a special appeal to the Boy Scouts. "Many of the traditional Boy Scout skills actually come from military skills," according to Rodney G. Cousin, senior exploring executive with the Boy Scouts. "These skills enhance the kid's experiences with what they call COPE-Challenging Outdoor Personal Experiences."

At the end of the day, 95 cadets completed their adventure with a graduation ceremony where they received certificates of achievement. This experience will make them better citizens, said Hester. "There's no job that is better than working with these high school kids. You can have a positive impact on them."

(Reilly and Miller are with the 203rd MPAD.)

Army Reserve unit computer watchdog for military intelligence

Story and Photo by Tony Johnson

College Station, is the home of Texas A&M University and the George Bush Presidential Library and Museum. It is also home to a very unique Army Reserve unit.

The 3420th Military Intelligence Detachment, actually located in Bryan, Texas adjacent to College Station, is unique

Specialist Laurie Taylor prepares a vulnerabilities report for review.

in several ways. It is the only Army Reserve unit that researches threats toward Department of Defense Intelligence Information System-computer systems. In a nutshell, these soldiers spend their drill weekends surfing the Internet.

It is really a little more involved than that. The mission of the 3420th is to help to develop, document and disseminate security policy for the DODIIS community. It performs site accreditation, conducts site compliance visits, and researches threats toward DODIIS computer systems.

The soldiers of the 3420th spend their drill weekends researching various publications and Web sites for any intelligence program vulnerabilities that have been published by the program manufacturer. Their job is to review these published vulnerabilities, along with any appropriate corrections, and then pass this information on to the Defense Intelligence Agency.

"We spend our drill time supporting a real-world mission, supporting Active units, not just training for deployments," said Maj. Rick McCreary, the executive officer of the 3420th.

McCreary is a graduate of Texas A&M with a bachelor's degree in electrical engineering and a master's in business administration. He joined the unit in 1990.

"This is a constantly changing field of study, from a threat standpoint as well as an equipment and technology standpoint. There is always something new to learn and that's what keeps this assignment so interesting even after 14 years," said Sgt. 1st Class John Londergan. He holds a bachelor's degree in geology and a master's degree in geophysics and works as an environmental engineer.

The 3420th supports the Defense Intelligence Agency with intelligence production requiring the skills of the 35B, strategic intelligence officer; 35OB, order of battalion technician; and 96B, intelligence analyst. The unit's functional specialty is in the area of automated information systems. Unit soldiers must be able to analyze requirements, design systems, program in several languages, and implement AIS applications at all levels.

Unique Skills

Besides a unique mission, the requirements to be a member of this unit are unique as well. Not only must each officer possess a bachelor's degree, a graduate degree in a field related to the unit's mission is preferred. Enlisted personnel must also either possess a bachelor's degree or be currently pursuing one. Each member of the unit is also required to have a Top Secret clearance.

"Because of the diverse computer expertise of each of our members we're sort of like a 'special forces' computer unit," said Master Sgt. David Shelby.

"It's exciting to interface with all the different agencies that we come in contact with, as well as the other branches of the Armed Services," said Shelby. He has been with the unit for 14 years, holds a bachelor's degree in engineering technology, and owns and operates a high-performance auto shop.

"It's great to be doing something that is vital to national security. We're helping keep the national intelligence systems safe," said Sgt. 1st Class Richard Dorn. A Vietnam veteran, Dorn holds a bachelor's degree in chemistry and a master's degree in business administration.

"This is a great learning experience for me," said Spc. Laurie Taylor who joined the unit last year. She completed four years of active duty as a military intelligence specialist before joining the Reserve. Taylor is currently a junior at Texas A&M.

The fact that the unit is located in Bryan, adjacent to the home of Texas A&M University is no coincidence. According to McCreary, Texas A&M has graduated more military officers than all the military academies combined.

In previous years, the unit worked closely with Texas A&M to use the main frame computers on campus. Because of the switch from mainframe to personal computers, this need has diminished. There is still the occasional consultation between the unit and the computer specialists on the university staff.

The 3420th is actually newly created, a consolidation of the 837 MID (Strategic) and the 443rd MID (Strategic). The DIA is restructuring and consolidating various intelligence units from all branches of the armed services. This restructuring includes the creation of the Joint Reserve Intelligence Connectivity Program.

(Johnson is with the U.S. Army Reserve Command Public Affairs Office.)

Army Reserve taking initiative to battle computer hacking

By Lt. Col. Randy Pullen

If you fight fire with fire, then it stands to reason that you battle computer hackers with computer hackers.

That is just what the Army Reserve is planning to do with a new initiative.

Under this initiative, the Army Reserve will reorganize some of its units into Information Operations Centers and fill these units with vulnerability experts. Put another way, these will be cyber defense units, charged with the mission of protecting the nation's information infrastructure and sometimes even breaking into Army information systems to challenge the ability of the system's operators and protective measures to prevent such penetrations.

"This initiative places the Army Reserve in the forefront of the effort to maintain information superiority and ensure the security of the Army's information systems," said Maj. Gen. Thomas Plewes, Chief of the Army Reserve. "Reducing the cyber vulnerabilities of our Army information systems is a tough job but America's citizen-soldiers are well equipped to do this mission and we have a history of taking on and accomplishing the tough jobs."

The vulnerability of military computer systems was demonstrated during a recent Department of Defense exercise in which National Security Agency hackers penetrated the Pentagon's unclassified global computer network.

Cyber Defense Warriors

The Army Reserve cyber defense warriors will also try to break into military computer systems. By figuring out how to break in, they can figure out how to keep intruders out.

What the cyber defense warriors will do is really a high-tech version of a time-tested concept called "Red Teaming". The Army has long used aggressors in its training, pitting one force of soldiers against another in simulated combat maneuvers. When the Red Team uses the tactics and techniques of a potential enemy, the training benefits gained are even more valuable. The lessons learned by the units which "fought" against the National Training Center's aggressor force have been credited with contributing decisively to the Army's victory in the Persian Gulf War.

The Army Reserve's cyber defense warriors will conduct their simulated combat on the Internet instead of the desert sands of Fort Irwin, Calif., but the goal is the same: to challenge their fellow soldiers to such an extent that when war comes, there will be nothing thrown at our soldiers in combat that they have not already faced and mastered in training or peacetime operations.

Other missions for the cyber defense units will be detecting and protecting against computer viruses, visiting hacker sites and searching for new and improved hacker methodology, analyzing information protective measures and providing training support.

New Units

The first three of these reorganized cyber defense units will be:

The 344th Data Processing Unit at Fort Belvoir, Va. (It will provisionally reorganize as the 344th Information Operations Center, Oct. 1, 1998.).

Headquarters and Headquarters Company, 376th Military Intelligence Battalion at Camp Bullis, Texas (It will become the 376th IOC.).

The 324th DPU at Fort Devens, Mass. (It will become the 324th IOC.).

The 344th IOC will serve as the Army Reserve component support to the multi-component Land Information Warfare Activity at Fort Belvoir. It will provide support to the Army Computer Emergency Response Team, Information Operations vulnerability assessment and detection, and field support capabilities to LIWA. The 344th IOC is tentatively scheduled for activation in October 2000.

The 324th and 376th IOCs will be regionally-based organizations and have similar activation timelines as the 344th. These units will also support LIWA but may perform operational missions for the Army's Director of Information Systems for Command, Control, Communications and Computers, the Defense Intelligence Agency and the Defense Information Systems Agency.

Beginning in October 1998, 22 Army Reserve Drilling Individual Mobilization Augmentees will fill operational positions at the LIWA. These IMAs and the provisional reorganization of the 344th DPU will provide immediate support to the LIWA.

Information Technology Skills

Finding soldiers to fill these units presents a real challenge for the Army. For one thing, military Information Operations is so new that some highly prized Information Technology skills – such as computer hacking – have no military occupational code. Also, many soldiers develop enhanced computer skills outside the Army's training system. Thus identifying the right soldiers with the right skills is difficult with the current personnel systems. The Army Reserve is exploring innovative methods to allow Reservists to list their IT skills and thereby assist personnel managers in filling these new IO Centers.

Skills Database

Reservists are able to list and update their personal skills via the Internet through:

www.citizen-soldier-skills.com.

Naturally, individuals with computer skills are as much sought after by industry as they are by the Army. Just as it is with pilots and medical professionals, it is difficult for the active Army to compete with industry for computer specialists. The Army Reserve offers an alternative for those who want to continue with a civilian career and still serve their country.

Not only can computer skills learned in civilian experience be readily utilized in these new military information organizations, but IO experience gained in the Army Reserve can also enhance civilian skills. The Army Reserve, once again, is well positioned to attract those specialists needed by the Total Army.

It may be strange to think of a computer operator as a warrior but this Army Reserve initiative just might win the first battle of the next war. The cyber battle.

If so, that will make computer operators not only cyber warriors but cyber heroes.

(Pullen is with the OCAR, Public Affairs Policy & Liasion Office.)

Individual Ready Reserve

Volunteers needed for new program

ST. LOUIS —You've served your country and now you're out. Or are you? Don't forget that servicemembers have several years of obligation to the military after their active-duty tour is over.

A new program lets you fulfill your obligation without attending weekend drills or annual training. It's more than the traditional Individual Ready Reserve; it's the IRR Activation Authority, or IRRAA. Instead of waiting to be called up, you can sign up for excitement for up to two years after your separation from active service.

The IRRAA is a new mobilization category of the Individual Ready Reserve, or IRR. The IRRAA will help to ensure the timely availability of certain trained/qualified members of the IRR to fill selected skill shortfalls in early mobilizing or deploying Active and Reserve component units.

The IRRAA was an Army-initiated legislative proposal in response to lessons learned from the Gulf War. During the Gulf War, later-deploying units were activated to provide filler personnel for earlier-deploying units. This destroyed the cohesion and readiness of those later-deploying units.

This new category of IRR members will help offset manning shortfalls,nondeployables and personnel in the training pipeline. Additionally, it will help ensure proper manning of early-deploying units and prevent cannibalization of later-deploying units.

The IRRAA is fairly recent. The president signed the National Defense Authorization Act for Fiscal Year 1998 in November 1997. Section 511 of the NDAA FY 98 changed two sections of Title 10 U.S. Code. Section 10144 was modified to create this new category of IRR members subject to involuntary call to active duty under a Presidential Selected Reserve Call-up. The PSRC, authorized by Section 12304 of Title 10 U.S. Code, was changed to allow the president to call up to 30,000 members of this new IRR category (total from all services). These IRR members count against the 200,000 ceiling of the PSRC.

Individual Ready Reserve shoulder patch.

Who can be in the IRRAA? Section 511 lists the requirements as:

a. the member volunteers for that category; and

b. the member is selected for that category by the service secretary concerned, based upon the needs of the service and the grade and military skills of that member. Additionally, a member of the IRR can't be in the IRRAA after the end of the 24-month period beginning on the date of the separation of the member from active service.

Why will people volunteer for the IRRAA? Some will do it because they believe in selfless service to the nation. Others will require a little incentive. No requirement to attend weekend drills or annual training will attract some. In order to make the IRRAA more attractive for others, the NDAA FY 98 states, "A member in such mobilization category shall be eligible for benefits (other than pay and training) as are normally available to members of the Selected Reserve, as determined by the Secretary of Defense."

Take note of the words "shall be eligible" and "as determined by the Secretary of Defense." Currently, the Offices of the Secretary of Defense for Reserve Affairs; Assistant Secretary of the Army for Manpower and Reserve Affairs; Deputy Chief of Staff for Personnel; and the Chief of the Army Reserve are coordinating the development and implementing policies and benefits for the IRRAA. As with all new programs, there are challenges.

Changes to the systems and personnel that track and account for people will also need to occur. This in turn will increase manpower and equipment needs, and require more money for operating budgets in the various services. In other words, with more people needing life-cycle management, the various services' personnel commands will need more people, equipment and money to do their jobs.

Although the total number of IRRAA members who can be called up under a PSRC is limited to 30,000, there is no limit to how many can volunteer for the IRRAA.

For more information about the IRRAA progam contact Lt. Col. Rob Gable at (314) 592-0465 or e-mail: ready.patriot@arpstl-emh2.army.mil

We want your stories and photographs

ARMY RESERVE MAGAZINE WRITING GUIDE

Army Reserve Magazine is an unofficial command information publication produced by the Office of the Chief, Army Reserve, in the Pentagon, Washington, D.C. It is delivered quarterly to the homes of the approximately 425,000 men and women who serve in the Ready Reserve. The magazine is also mailed to ROTC units, Department of the Army civilians and key civic leaders. It is the only military publication that reaches all Army Reserve soldiers, including members of Troop Program Units, Individual Mobilization Augmentees, Active Guard Reserve soldiers and members of the Individual Ready Reserve. Our readership ranges from privates to generals and includes their spouses and employers.

This writing guide will help you ensure your article gets published in Army Reserve Magazine.

CONTENT

The content of Army Reserve Magazine relates specifically to some aspect of the Army Reserve — people, programs, policies, training, benefits, mobilization, etc. We use the following types of material:

Feature Articles on unusual or broadly appealing activities, accompanied by high-quality color or black and white photographs. Tell the story in an active, first-person voice, using quotes to move the story along. Discover what's interesting and relate that to your reader. Quotes we don't like to see: "Best annual training ever!" "We learned a lot." "This is a good unit." Average feature length is 500-750 words. Quality supporting graphics are desirable.

Policy Articles on Army Reserve issues, including programs, benefits and major policy changes. Information should be attributed to authoritative individuals within a proponent agency. Strive for simple style. We are not looking for scholarly research pieces; we want to translate complicated military issues into something everybody can understand. Graphics and supporting photographs are desirable. Average length is 750 words.

Update and **Shorts** are straight-news pieces of 100 to 500 words in length. Subjects are commonly new equipment updates, policy changes, national unit recognition and general news.

People items are short, 100-word human-interest items on individuals or small groups of soldiers. We like light-hearted articles on almost anything unusual that shows the human side of the Army Reserve. Typical subjects include individual national recognition, heroism, hobbies or any unusual combination of military and civilian skill. A good photograph is a must.

Writing Tips

•News writing should be concise, direct and active. Feature writing should be clear and colorful, with concise, meaningful quotes and descriptive language.

•Make your stories interesting. Find out what's interesting about the activity or action and relate that to the reader. If nothing is interesting, don't write the story. For example, a story about the 4th Brigade's annual training that talks about the unit, the good training and how Col. Studley feels the unit is now "ready to deploy worldwide in defense of freedom" is boring. Those stories usually end with a quote from Staff Sgt. Leadership saying, "We really learned a lot." What's interesting is a story that vividly describes a nighttime reconnaissance patrol, or makes you taste Pvt. Gunner's fear when he first hangs a round in a mortar tube or lets you feel the choking dust billowing into the back of the 5-ton as it bounces down the road to the M-16 range.

•Don't worry about what "the command" wants. What "the command" wants is publicity. If you write your stories to please an editor, you will get publicity. Be smart. Please the editor. If you've got to write about how "ready" the unit is after annual training (to please the command), then don't put it in the lead. Work in a sentence somewhere in paragraph seven or eight.

•Editors love short stories with lots of photos. Don't take 1,000 words to tell a 100-word story. Short filler stories often work best to highlight your unit training or activity.

•Write conversationally. Keep most sentences less than 25 words and paragraphs to no more than two or three sentences. Tell the story using active verbs.

•Don't use big words to impress, because you won't. Use words that are simple, direct and easy to understand. Spell out acronyms and unit designations on first use.

•Use quotes, but be careful not to write the article with one quote after another.

•Focus on the "lead" to pull the reader to your story. Imagine yourself as the reader. What would capture your interest and make you want to read the article.

PHOTOGRAPHY

Army Reserve Magazine prints full-color photographs on 16 pages, and black and white photographs on approximately 24 pages. One of the best ways to "sell" your story to Army Reserve Magazine (or any magazine) is to include well-composed, perfectly printed, fully-captioned photos that help tell your story.

Photography Tips

•Don't take boring, static, posed or "grip and grin" (where the general is gripping the hand of an awardee and they're both grinning into the camera) photos. Photograph people doing something related to their assignment.

•Frame your shots. Focus on the subject, but be aware of the "clutter" in the background. Take a variety of shots from different distances (close up, medium shot, long distance), from various angles (left, right, from above or from the ground) and vertical and horizontal.

•When you're outdoors on a sunny day, a BDU cap shades a person's eyes. Use flash to fill in shadows. Indoors, use bounce flash rather than direct flash to soften shadows whenever possible.

FORMAT

•Submit articles on 3.5" disk in Microsoft Word, 10-point Times New Roman, single spaced, paragraphs tabbed at .2". Include a hard copy. You can also e-mail articles to us at usarmag@ocar.army.pentagon.mil.

• Include the author's name, rank, unit, unit address and daytime telephone number on the first page of the story.

•Color transparencies should be medium format, but razor-sharp, 35mm slides are acceptable. Fine grain films (Kodachrome 25, Kodachrome 64, Fujichrome Velvia) are preferred. Ektachromes generally do not reproduce well.

•Black and white and color prints must be sharp and clean with good contrast. Preferred size is 5"x7" or larger.

•Color slides should be sent in a standard slide sheet, numbered, with cutlines attached on a separate sheet of paper.

•Digital images and digital scans (300 DPI minimum) are currently accepted as a TIFF. The image must not be adjusted, filtered, etc.; we need the raw file before any manipulations are done. We will color correct and adjust. Files less than 4 MB may be sent e-mail. Any thing larger should be on a ZIP Disk; your disk will be returned.

•Describe the action in the photograph, identify everyone recognizable by name and rank and include the full name and rank of the photographer. Affix the caption to the photo or type the cutline on the bottom of a full sheet of paper and tape the photograph to it. Do not use paperclips, Post-it notes, glue or staples on photographs, and don't write on the back of the photograph.

•Photos will not be returned unless requested.

WHERE TO SUBMIT ARTICLES AND PHOTOS

Editor, Army Reserve Magazine
1815 N. Fort Myer Drive, Suite 204
Arlington, VA 22209-1805
E-mail: usarmag@ocar.army.pentagon.mil
Telephone: (703)601-0854, DSN: 329-0584
Fax: (703) 601-0836

SUBMISSION DEADLINES

Winter issue	Dec. 10, 1999
Spring issue	Feb. 15, 1999
Summer issue	May 15, 1999
Fall issue	Aug. 1, 1999

People

100th Training Division has top drill sergeant for fourth straight year

Photo by Wes Anderson

Staff Sergeant, Timothy Graves, the Army Reserve Drill Sergeant of the Year, receives an award from Lt. Gen. William Bolt, TRADOC deputy commanding general for initial entry training. For the fourth straight year the winner was from the 100th Training Division, Louisville, Ky.

By Jim Caldwell

FORT MONROE, Va. (Army News Service, June 9, 1998)

Staff Sgt. Timothy Graves, 35, a drill sergeant from the 100th Training Division, Louisville, Ky., won the Reserve Component Drill Sergeant of the Year June 5. It is the fourth straight year that a NCO from the division has won the title.

"I'm surprised and, at the same time, elated," Graves said.

He thinks the reason 100th Division drill sergeants are on a winning streak is support from the division's chain of command.

"It's not that they say we need to win it or else," said Graves, 35. "It's whether you're runner-up or first place, or you didn't finish in the first two, we're still proud of what you did and the effort that you made."

"I definitely think my drill sergeants guided me to where I'm at today," he said. "So I wanted to come back and have that same type of affect on soldiers."

Graves said he is also excited about representing the views of the division's drill sergeants.

Graves joined the Army Reserve after more than 10 years on active duty. He has been a drill sergeant for four years and expects to continue in that role for some time. He likes the teaching aspects of being a drill sergeant.

"I like to take someone who doesn't know how to do a task, show them how to do that task and ... watch them perform to standards," he said. "That's the enjoyment I get out of being a drill sergeant."

Graves trains cavalry scout soldiers in one station unit training at Fort Knox during his active training periods. OSUT is a combination of basic combat and advanced individual training.

"Sometimes the trainees are coming in specifically for the benefits - education and other things - and not necessarily as a way of life," Graves said. "We have to find new ways to motivate them, to instill that sense of wanting to belong."

The people he works with at the Toyota Motor Manufacturing in Georgetown, Ky. know he is an Army Reserve drill sergeant. He has found himself being a spokesman for all drill sergeants to coworkers on several occasions. One of those occasions was the sexual misconduct scandals involving drill sergeants two years ago.

"They were always asking me, 'How does this affect you guys?' What I usually told them is one incident with one person doesn't always affect everyone. When things go for the better, I tell them that also."

The competition consisted of performing the Army Physical Fitness Test and demonstrating their instructional abilities. A board of TRADOC sergeants major also interviewed them.

The runner-up in the reserve component category is Staff Sgt. Thomas J. Ross, 98th Training Division, Rochester, N.Y.

Lt. Gen. William Bolt, TRADOC deputy commanding general for initial entry training, spoke to the gathering at the awards ceremony. Bolt oversees BCT, AIT and drill sergeant programs throughout TRADOC.

"Because of (the drill sergeants) and others like them all across our Army, we have a great Army doing its job around the world," Bolt said.

"They turn civilians into soldiers; they make magic happen. Last year, over 3,000 active and reserve component drill sergeants at 22 installations trained over 100,000 Army soldiers."

(Caldwell is with the Training and Doctrine Command's public affairs office at Fort Monroe, Va.)

Kudos

Members of the Process Action Team and Maj. Gen. Thomas J. Plewes display the "Hammer Award." Plewes was the Deputy Commander of U.S. Army Reserve Command when the award was presented.

U.S. Army Reserve Command cuts costs and wins Hammer Award

ATLANTA – Employees of the United States Army Reserve Command were recently awarded Vice-President Al Gore's Hammer award by the Secretary of the Army's civilian aide Felker Ward.

The Hammer award signifies cost cutting and efficiency measures taken to prevent the $400 dollar hammers in yesterday's government.

The staff of USARC absorbed a reduction of 442 active army positions and 58 civilian positions. In addition, 47 Active Guard/Reserve (AGR) positions moved from the headquarters down to the unit level.

Some key items in savings involved easing communication and simplifying processes to match the Active Duty Army according to Darrell J. Pfllaster, team leader. Other measures included joining supply accounts and restructuring management.

USAR Units Awards

WASHINGTON–Army Reserve winners for Maintenance Excellence.

Small Unit

Winner: 125th Trans Co.
81st RSC
Lexington, Ky.

Intermediate Unit

Winner: HHC, 300th Support Group
310th Theatre Support Command
Fort Lee, Va.
Runner-up: 281st Trans Co.
90th RSC
Las Cruces, N.M.

Heavy Unit

Winner: 371st Chem Co.
81st RSC
Greenwood, S.C.
Runner-up:
411th Engr Combat Bn
9th RSC
Fort DeRussy, Hawaii

FORT LEE, Va.–Army Reserve winners for Supply Excellence.

MTOE Company with Property Book

Winner: 425th Trans Co.
89th RSC
Salina, Kan.
Runner-up: 952 Engr Co.
90th RSC
Paris, Texas

MTOE Company without Property Book

Winner: HHC, 300th Support Gp
310th Theatre Support Command
Fort Lee, Va.
Runner-up: 454th Replacement Det
7th RSC
Frankfurt, Germany

MTOE Battalion with Property Book

Winner: 325th Field Hospital
89th RSC
Independence, Mo.

MTOE Battalion without Property Book

Winner: 12th Psychological Operations Battalion
USACAPOC

TDA with Property Book

Winner: 1395th Transportation Terminal Brigade
70th RSC
Seattle, Wash.
Runner-up: Equipment Convergence Site No. 33
89th RSC
Fort Riley, Kan.

Phillip A. Connelly

Norfolk, Va.–Army Reserve 1998 Phillip A. Connelly awards for excellence in Army Food service.
Winner: 425th Trans Co.
89th RSC
Salina, Kan.
Runner-up: 921st Medical Field Hospital
2nd Medical Brigade
Sacramento, Calif.

Army Superior Unit Award

SCHWETZINGEN, Germany–Two units of the European-based 7th U.S. Army Reserve Command received the Army Superior Unit Award.
Headquarters, 7th ARCOM, Schwetzingen, Germany
330th Support Center, Kaiserslautern, Germany

Chief's Legal Assistance Award

The 7th ARCOM Staff Judge Avocate Office was awarded the Army Chief of Staff, Chief's Legal Assistance Award for fiscal year 1997.

Mailcall

Q Why did you reenlist?

My name is Jim in the civilian world. In the military world I'm known as Master Sgt. Bruce, chief instructor for the military police in the state of Illinois. I'd like to tell you why I reenlist.

On the down side, I've been required to leave my family, job and home regularly. I've been tired, hungry, wet, cold and unappreciated. I've had to work late, travel far and dig into my own resources to pay for it. I've had to face hostile people and my own fear.

I've had to do things that I would rather not for less pay than I could receive elsewhere. I've had to rise early and retire late and live in less than adequate surroundings. I've had to eat cold food, breathe diesel fuel and powder residue, and sleep in the damp and cold.

I've had to grovel to my civilian employer to leave and eat crow when I've returned. I've had to say "thank you" to my employer for letting me do it, then listen to how much fun I must have had on "my vacation."

On the up side, the military afforded me the opportunity to get a college education and military education unequaled in the civilian world. I've been taught how to be a soldier/MP in a squad, a squad sergeant, a platoon sergeant and a junior and now a senior NCO. Each step of the way I've been taught and mentored until I learned. I've learned sacrifice and reward, soldier and leader, trainee and trainer and been offered guidance each step of the way.

I have friends in the far corners of the world and all over the country. I've been trained and then been given the opportunity to demonstrate competence with inexpensive and expensive highly technical equipment and soldiers. I've visited parts of the world and parts of this country that I never would have seen.

I've had to watch my weight, not overeat, and exercise to enable me to pass the physical tests required of me. To put it differently, the military has shown me how to live a better quality of life and live longer.

I've learned about the diversity of cultures in this world and this country and been taught how to relate to each.

I've learned to appreciate *good* food, and to reap the rewards of doing a good job whether or not I believed it should be done. I've learned when to be quiet and when to speak up and when to pass up a promotion because the other soldier could do a better job.

Most of all, I've been given the opportunity to demonstrate my thankfulness for being part of the greatest country on this earth by giving back a measure of what has been given to me.

On both sides, I could devote a whole paragraph to how it feels when a soldier has to leave his family and how grateful I am when I'm told, "I understand."

I've been soldiering for many years. I've made sacrifices and reaped rewards. I've got one more "hitch" to do before I retire. *I'll gladly reenlist to do it.*

Master Sgt. James Bruce
Goshen, Ind.

I have been in the Army Reserve for seven years. I have not reenlisted yet, but I am planning to. Why? There are many reasons.

For starters, I just love the military. I love being a soldier. I love the Battle Dress Uniform, the NCO Academy, Annual Training, the travel and more. I have the honor of using my Montgomery G.I. Bill; it's great!

Yes, at times things start to get boring. Yes, the APFT is a drag sometimes. Yes, at times we sit around at drill with nothing to do. Yes, the military is a drain to our civilian jobs and families. But this is all a part of life.

I love my military job (75H). I love to help my fellow soldiers. I love the joy of completing my mission, whether I'm in the field or in the office at the unit. I love to get answers to questions from my supervisor, first sergeant or commander.

I hope things will improve, too. I would like to help improve the Reserve program. I don't plan to get out of the Army Reserve until I can no longer stay in.

Staff Sgt. Zoernia Davis
Chicago

I reenlisted in the Army Reserve for the following reasons:

To learn a new trade or skill.

To retire from the Reserve and earn extra retirement pay.

For extra income every month.

To develop more leadership skills which will help me not only in the Reserve, but also in my civilian job.

For the PX and commissary benefits.

I enjoy running, so it's another way to stay in shape and keep up my running.

And my last reason is because I enjoy it a lot and I believe it's a great privilege to be a member of the Army Reserve to serve my country.

Sgt. Ernesto Febo
Columbus, Ga.

Why did I reenlist? I've been asked this question so often in my 17-year career in the U.S. Army Reserve (four-and-a-half Active Guard Reserve) without a break in service.

Most of the time, people who have a problem with the military in general have asked me that question. So my quick and easy answer: it's my hobby. I felt this was a safe answer. Who could argue with a person having or wanting a hobby?

Many people assumed I joined or stayed in the USAR due to a family member because I'm female, married with children. But I reenlisted for me.

Sometimes I've been bored or frustrated with my current unit and wanted to walk away from the military. But that last formation of the day has a way of bringing you back together as a team. Or preparing my uniform for the next drill reminds me how good I feel when I'm wearing it.

Tell us what you think

Q: If you were the Chief, Army Reserve; What would be your No.1 priority for the Army Reserve in the upcoming year and why?

Mail letters to: Editor, Army Reserve Magazine, 1815 N. Fort Myer Dr., Suite 204, Arlington, VA 22209-1805

Fax: (703) 601-0836

E-mail: usarmag@ocar.army.pentagon.mil

Include your full name, rank, hometown and daytime phone number. Letters may be edited and should be no longer than one page.

When the Army Reserve comes up in a conversation, I'm reminded of that feeling, the need to return to my hobby. In reality, this is a sense of pride because I belong to an organization that gives me fulfillment, and isn't that what having a hobby is all about anyway?

Staff Sgt. Debra Rockwell
Fair Oaks, Calif.

I was amazed by the comments to the question, "Why is the reenlistment so low in the Army Reserve?" in the summer issue of Army Reserve Magazine.

Amen to all those comments! My colleagues and I echo those feelings every drill weekend. A frequent comment at drill is, "Why are we doing this again?" (coming to drill).

I have been in the active Army and Army Reserve for a total of 12 years now. The 12 years have consisted of active duty for three years as a 91C, Reserve time of seven years as a 91C with an added bonus tour of Saudi Arabia in 1991, and Reserve time of two years as a commissioned officer in the Army Nurse Corps, Reserve. I have seen two sides of the Total Army.

So back to the question ... why do we continue to reenlist or continue to keep our commission in the Army Reserve? I think it comes down to the *mission* and the *motivation* of the unit. My Reserve unit has a clear mission. We are part of the Army Reserve 91 Charlie School and teach 91C students. When we as instructors come to drill, we have to be prepared to teach, both in the classroom and in the clinical setting. This requires tremendous preparation both at drill and on our own time at home.

Mission is essential. Not just the mission of paper, but the real work that takes place at the unit. The government spends a great deal of time and energy training new soldiers every year to be a part of the Army Reserve. Basic training is motivating, AIT is rewarding, but what happens after that? The soldier is sent to a unit that has lost its mission and motivation. Soldiers need a reason to come to drill.

I would like to say that I have chosen to stay in for the benefits, but this is not the case. The monthly pay is poor to mediocre for young enlisted and junior officers. The "perks" of being in the Reserve are only great if you live close enough to a military facility to use them. The retirement benefits are untouchable for soldiers like me who can retire at age 38, but do not see the benefit until age 60. There are some of us who still choose to finish the course and see what the future will bring.

I think that the major reason for continuing in the Army Reserve has to do with basic humanity, although most soldiers would not admit to this. An example would be a mission where the soldier can be an integral member and see a positive outcome because of his or her actions. Once this sense of accomplishment and belonging are gone, the Army leaves us little incentive to continue in the Reserve. Army Reservists are "twice the citizen!"

2nd Lt. Kim Savage-Myers
Aberdeen, Md.

Why am I staying in the USAR? I'm too contrary to quit...sheer spite, you might say. More to the point, I believe we all have an obligation to the soldiers who went before us when the chips were down, and who never had the chance to consider reupping.

All of us take great pride in our nation's military heritage...like Washington's desparate attack across the Delaware, and the hardships at Valley Forge. We sit on the edge of our seats watching "Gettysburg" and seeing Joshua Chamberlain (a citizen soldier like us), roar out, "BAYONETS!!!" and smash the Confederate attack on Little Round Top.

We remember the heartbreaking defeat on Bataan, and (another reservist!), Jimmy Doolittle's strike on Tokyo with Army bombers from Navy carriers. We remember the Bulge, where badly outnumbered American soldiers...civilians only a year or two before...acted in squads and platoons to defeat the Sixth SS Panzer Army.

In more recent times we've seen genuine army heroes in Vietnam, Grenada, the Gulf, and Somalia and a special kind of new heroism, as peacekeepers.

Think of your own heroes...they are heroic, BECAUSE THEY TRIUMPHED OVER THINGS THAT MADE OTHERS QUIT!

Right now the Army Reserve is going through a tough time. We are fortunate that OUR tough time is at home, in a time of peace. We have full bellies and warm beds. For too many of us the toughest part seems to be getting to drill on time.

We are working to eliminate ALL the problems for EVERY soldier in the unit. What I'm saying is HANG IN THERE, we WILL take care of you. Your leadership is committed to your training and pay.

Times were very hard for the Army in the 1920 and 30s. There was little funding. Public places had signs on the lawn..."Dogs and soldiers not allowed."

But a few years later those same soldiers were storming the beaches of Normandy, and returning to the Philippines! They were desperately needed, just as we may someday be needed. So LET'S ALL HANG IN THERE.

A WW II poster comes to mind... it shows a ghostly line of soldiers from America's past wars, sizing up the men marching past them ... the look in their eyes to the WW II troops seem to say, "I measured up... will YOU?"

Will you? For that matter, will I?

Lt. Col. Michael F. Scotto
Fort Tilden, N.Y.

I reenlisted in the Army Reserve with one goal in mind. My goal, like many other soldiers with many years invested, is to obtain my retirement benefits. However, I would like to be able to reap the benefits of my time and dedication to the Army at an earlier age.

My previous reenlistments were for the education benefits. Like many soldiers, I wanted to go to college to enhance my civilian and military careers.

In 1996, I reenlisted in the Reserve as an OPFOR NCO with a Lanes Training Division. There are many types of teams in my unit; among them are the medical teams.

I asked if I could obtain the 91B MOS to open other opportunities for me and be more of an asset to the battalion. I was told I could not do that. Then my battalion went through a reorganization. My team leader approached me and asked if I would be interested in becoming a 91B since I was a paramedic. I was ecstatic at the chance, but expressed my concerns about taking off from work for several months. After all, I would be learning to do a job I was already qualified to do.

In researching some regulations, I found out that I could be awarded the MOS through the Civilian Acquired Skills Program. I obtained the phone number of the school, called them, and sent the required training certificates they asked for. Now I have the 91B MOS, and have become an observer/controller.

I have some misgivings about any more promotions. If I am promoted GREAT!! If not, the best I can hope for is retirement. Meanwhile, there are missions to plan and execute.

Staff Sgt. Kevin M. Carman
Union, Mo.

The response to the retention and reenlistment questions were overwhelming. Thank you for your responses. If you have a question you would like us to use let us know. Follow the guidelines on page 28.

AR-PERSCOM installs new phone system

ST. LOUIS — In the process of restructuring into the U.S. Army Reserve Personnel Command,AR-PERSCOM has been installing a new telephone system. The new system allows AR-PERSCOM employees to serve customers more efficiently by cutting down on misdirected calls.

The new telephone system replaces the two systems which were in place previously.

Please call AR-PERSCOM's Customer Contact Office at **1-(800)-318-5298** unless you know your party's extension. Frequently called numbers are:

DSN 892-XXXX,
Commercial, (314) 592-XXXX, Toll-free

Enlisted Personnel Management Directorate

Combat Arms	0354	1-800-325-4713
Combat Support	0363	1-800-325-1876
Combat Service Support		
Adjutant General	0353	1-800-325-4715
Ordnance	0355	1-800-325-1878
Quartermaster	0358	1-800-325-4710
Distribution	0357	1-800-325-4095
Requirements	0364	1-800-325-4712
Sergeants Major	0362	1-800-325-4754
Individual Mobilization Augmentee (IMA)	0366	1-800-325-4752
Outside the continental United States, or OCONUS	0373	1-800-325-4731

Officer Personnel Management Directorate

Combat Arms Team	0601	1-800-325-4973
Combat Support Team	0602	1-800-325-4987
Combat Service Support Team	0603	1-800-325-4980
Acquisition Corps Team	0608	1-800-325-4972
Operation Service Team	0672	1-800-325-4988
Chaplains Team	0654	1-800-325-4914
Judge Advocate General Team	0653	1-800-325-4916
Special Officer Team	0677	1-800-325-1879

Health Services Personnel Management Directorate

Health Services Operations	0444	1-800-325-4729
Army Nurse Corps	0441	
Medical Corps	0440	
Medical Service	0439	
AMEDD Quality Assurance	0438	
AMEDD Incentives	0437	
Enlisted Management Team	0436	

Full Time Support Management Directorate

(For AGR soldiers and Miltechs) 1234 1-800-325-4118

Personnel Actions and Services Directorate

Regional Personnel Actions Division 0556

Team 1: 94th Regional Support Command Serving CT, MA, ME, NH, RI, VT	0568
Team 2: 77th RSC Serving NJ, NY	0563
Team 3: 99th RSC Serving DE, MD, PA, VA, WV	0570
Team 4: 81st RSC Serving AL, FL, GA, KY, MS, NC, SC, TN	0564
Team 5: 88th RSC Serving IL, IN, MI, MN, OH, WI	0565
Team 6: 90th RSC Serving AR, LA, NM, OK, TX	0567
Team 7: 89th RSC Serving IA, KS, MO, NE	0566
Team 8: 96th RSC Serving CO, ND, MT, SD, UT, WY	0569
Team 9: 63rd RSC Serving AZ, CA, NV	0561
Team 10: 70th RSC Serving ID, OR, WA	0562
Team 11: OCONUS & MACOM	0571

Personnel Support Divison		0552
USAR Board Support Branch	0673	1-800-325-4118 Ext. 4
Evaluations Support Branch		
Officer Evaluation Reports		1-800-648-5484
NCO Evaluation Reports		1-800-648-5485
Personnel Services Division	0640	
Military Personnel Actions Branch	0554	
Retiree Address Update		1-800-325-2660
Retention and Entitlements	0573	1-800-325-1869

(Offering assistance in reenlistments, casualty, commissary cards, Montgomery GI Bill, student loans, awards)

Office of the Deputy Chief of Staff for Plans, or DSCPLANS

Special Programs Team	0402
Mobilization Operations Division	0408
Training Programs	0413

Office of the Deputy Chief of Staff for Personnel, Administration and Logistics, or DSCPAL

Personnel Systems Integration Office	0506	1-800-325-4957
Security and Counterintelligence Management Office	0255	1-800-323-0793
Office of the Command Judge Advocate	0678	
Office of the Surgeon	0390	1-800-433-0521

Important numbers not yet converted to the new phone system are:

Records Services Directorate

Verification and Update Division
DSN 892-3442/com (314) 538-3442

Personnel Electronic Records Management System, or PERMS, Maintenance Division
DSN 892-2925/com (314) 538-2925

Office of the Inspector General

1-800-325-4954/DSN 892-3711/com (314) 538-3711

National Guard Affairs Office

1-800-325-4389/DSN 892-3993/com (314) 538-3993

Related agencies collocated with the U.S. Army Reserve Personnel Command can be reached at:

Department of the Army Total Personnel Command, or DA PERSCOM

Office of Promotions, Reserve Components

DA Selection Boards
DSN 892-3363/com (314) 538-3363

Enlisted Promotions Branch
DSN 892-2932/com (314) 538-2932

Eligibility and Control Office
DSN 892-3766/com (314) 538-3766

Promotion and Notification Branch
DSN 892-3900/com (314) 538-3900

Army Review Boards Agency Support Division
DSN 892-5561/com (314) 538-5561

(Offering the administrative functions once found under the Army Board for the Correction of Military Records Branch, or ABCM and the Army Discharge Review Board, or ADRB)

Looking for

1,003 new AGR Soldiers

WASHINGTON–The fiscal year 1999 defense budget authorizes 1,003 additional AGR positions. The AGR program has a continuing need for quality soldiers. Over 1,000 soldiers entered the program in fiscal year 1998. The projected need for fiscal year 1999 is over 2000. There is a continuing need for most MOSs. All soldiers are encouraged to apply. Soldiers in the rank of Spc. through Staff Sgt. are especially needed. There is a continuing need for officers 2nd Lt. through Capt. and Warrant Officer 1 through Chief Warrant 3. All CS/CSS officers are needed and encouraged to apply. The next AGR application deadline is 15 January 1999, completed applications may be boarded earlier at the discretion of the Chief, Army Reserve.

New AGR Soldier

Could this be you?

New AGR Soldier

Could this be you?

1,003 faces for 1,003 new spaces

We Need:

Sergeants–38A, 62B, 63B, 63S, 73D, 75B, 75H, 77F, 79R, 88M, 88N, 92Y, 96B

Staff Sergeants–46Q, 51H, 54B, 62B, 63B, 63H, 71L, 73D, 74B, 75H,77F, 79R, 79S, 88M, 88N, 91B, 92A, 92Y, 95B, 97B

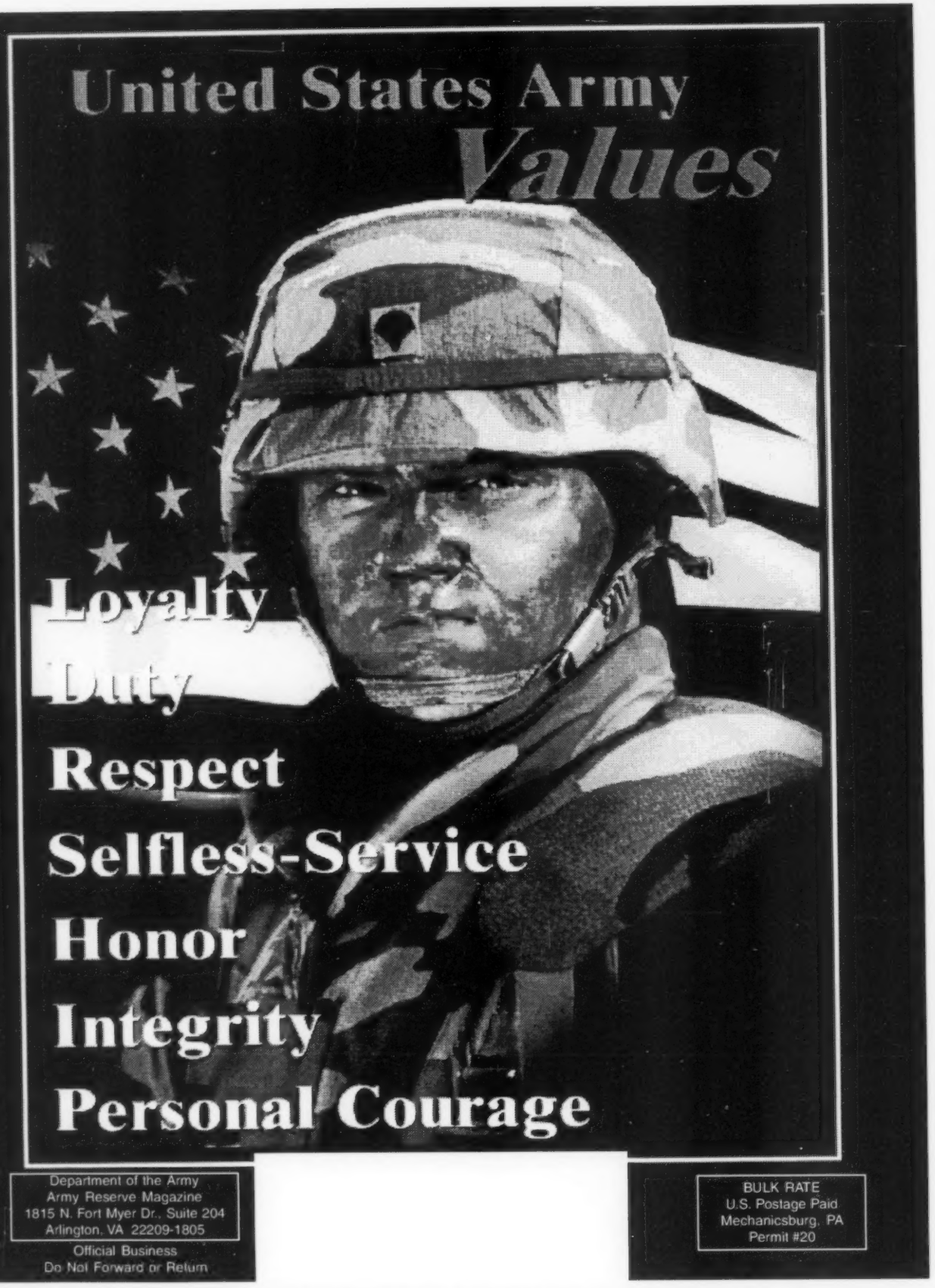
Sergeants First Class–31W, 46Q, 51H, 54B, 62B, 63B, 63H, 75H, 77F, 79F, 79R, 79S, 88M, 88N, 91B, 92A, 92Y, 95B, 96B, 97B

1st Lieutenant - Captains–21, 38, 44, 45, 46, 49, 53, 55, 66, 74, 88

Warrant Officer 01 - Chief Warrant CW4–311A, 915E, 352G, 920A, 352C

For Information Call **1-800-325-4118**

Visit the FTSMD Homepage to download an AGR packet at: www.army.mil/usar/ar-perscom/ftsmd.htm



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